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## BOARD OF TRUSTEES

### Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at the Hillcrest Country Club in Lincoln, Nebraska on June 15, 2012.

Executive Session	June 15	9:00 a.m.
Committee Meetings	June 15	10:30 a.m.
Business Meeting	June 15	1:45 p.m.

This notice and accompanying agenda are being distributed to members of the Board of Trustees, the presidents of the state colleges, the Associated Press and selected Nebraska newspapers.

-- NOT A PAID NOTICE --

# BOARD OF TRUSTEES MEETING

JUNE 15, 2012  
HILLCREST COUNTRY CLUB

## Thursday, June 14

9:30 a.m. – 3:30 p.m. Council of Student Affairs, Marketing & Enrollment Officers

1:00 – 5:00 p.m. Council of Business Officers

## Friday, June 15

9:00 – 10:30 BOARD OF TRUSTEES EXECUTIVE SESSION Ballroom Section A  
To discuss litigation, bargaining and personnel issues

9:00 – 10:30 Council of Academic Officers Coffee Shop

9:30 – 10:30 New Student Trustee Orientation Ballroom Section B

10:30 – 12:00 BOARD COMMITTEE MEETINGS  
Academic & Personnel Committee Coffee Shop  
Fiscal, Facilities & Audit Committee Ballroom Section B  
Student Affairs, Marketing & Enrollment Committee Ballroom Section A

12:00 – 12:45 Lunch Ballroom Section C-D

12:45 – 1:45 West Court Replacement Program Statement Ballroom Section A  
Presentation  
Dan Worth, Bahr Vermeer Haecker  
U.S. Conn Library Program Statement Presentation  
Eileen Korth, Jackson Jackson Associates

1:45 BOARD OF TRUSTEES BUSINESS MEETING Ballroom Section A

**June 15, 2012  
10:30 AM – 12:00 Noon  
Coffee Shop**

**ACADEMIC & PERSONNEL COMMITTEE MEETING**

**Consent agenda items:**

- 1.1 Accept Employee Salary Recommendations

**Items for discussion and action:**

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 Approve Designation of Presidential Associate for Mrs. Ann Rhine
- 2.3 First and Final Round Approvals of Revisions to Board Policies 5002; Conflict of Interest; Employment Requirements; 6025; Income; Gifts and Bequests – Control, Solicitations and Commemoration, and 7021; Travel; Personnel; Claims, Authorization
- 2.4 First and Final Round Approval of Revisions to Board Policy 5405; Retirement Plan; State College Employees
- 2.5 Authorize the System Office to Develop a Contract Template for Recruiters for International Students and Authorize CSC President to Sign and Execute Such Contracts
- 2.6 Approve Kaleidoscope Project Cooperative Agreement – CSC

**Items for information and discussion:**

- 5.1 Selection of Collective Bargaining Teams
- 5.2 Foundation Employee Compensation Report
- 5.3 Reports of Personnel Actions
- 5.4 Revised Quantitative Academic Reports

**June 15, 2012  
10:30 AM – 12:00 Noon  
Ballroom Section A**

**STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE MEETING**

**Consent agenda items:**

No consent agenda items

**Items for discussion and action:**

- 3.1 First & Final Round Approval of Board Policies 3000; Admission Requirements; Undergraduate; General and 3010; Admission Requirements; Graduate
- 3.2 First & Final Round Approval of Board Policy 3020; Sexual Violence or Sexual Harassment Reporting, Policies and Procedures

**Items for information and discussion:**

- 6.1 Annual Retreat and 2012-13 Plans
- 6.2 Key Dates
- 6.3 State of the System Address

**June 15, 2012  
10:30 AM – 12:00 Noon  
Ballroom Section B**

**FISCAL, FACILITIES & AUDIT COMMITTEE MEETING**

**Consent agenda items:**

- 1.2 Approve LB 309 Allocations and Retrievals

**Items for discussion and action:**

- 4.1 Approve 2012-2013 Board Rates
- 4.2 Approve Revised Operating Budgets for 2011-12
- 4.3 Approve Revised Revenue Bond Operating Budgets for 2011-12
- 4.4 Approve Preliminary Operating Budgets for 2012-13
- 4.5 Approve Preliminary Revenue Bond Operating Budgets for 2012-13
- 4.6 Approve Biennium Budget Requests for 2013-15
- Operating Budget Requests
  - Capital Construction Budget Requests & Priorities
  - LB 309 Building Renewal Budget Requests
- 4.7 Authorize Chancellor to Sign Addendum to Construction Manager at Risk Contract with Guaranteed Maximum Price for Armstrong Gymnasium Renovation at Chadron State
- 4.8 Accept and Approve Program Statement for West Court Replacement at Chadron State
- 4.9 Adopt Construction Manager at Risk Contract Delivery System as Option for West Court Replacement Project at Chadron State
- 4.10 Appoint Construction Manager at Risk Selection Committee for West Court Replacement Project at Chadron State and Authorize Chancellor to Sign Professional Services Contract
- 4.11 Authorize Chancellor to Sign Addendum to Construction Manager at Risk Contract with Guaranteed Maximum Price for Oak Bowl Project at Peru State
- 4.12 Approve Increase in Guaranteed Maximum Price for Morgan Hall Exterior Amenities at Peru State
- 4.13 Accept and Approve Program Statement for U.S. Conn Library Renovation Project at Wayne State
- 4.14 Adopt Resolution to Select Construction Manager at Risk Contract Delivery System as Option for U.S. Conn Library Codes Update and Renovation at Wayne State

- 4.15 Appoint Construction Manager at Risk Selection Committee for U.S. Conn Library Codes Update and Renovation Project at Wayne State and Authorize Chancellor to Sign Professional Services Contract
- 4.16 Approve Transfer of \$150,000 from Cash to Capital Construction Contingency Fund for Hahn Administration Renovation Project at Wayne State
- 4.17 Approve Exclusive Beverage & Vending Contract for Wayne State
- 4.18 Authorize Reallocation of Contingency Maintenance Funds for Wayne State
- 4.19 First & Final Round Approval of Revisions to Board Policies 3300; Student Organizations; 6018; Trust Funds; and 6022; Income; Systemwide Fees; Individual College Fees
- 4.20 First & Final Round Approval of Revisions to Board Policy 3400; Tuition Remission
- 4.21 First and Final Round Approval of Revisions to Board Policy 6021; Income; Tuition and Online Rate
- 4.22 First and Final Round Approval of Revisions to Board Policy 7016; Contracts; Consulting Services and Deletion of Board Policies 5023; Hiring of Special Services and 7017; Contracts; Contingent Fee Contracts
- 4.23 First and Final Round Approval of Board Policy 7026; Cell Phones and Stipends
- 4.24 Approve Contracts and Change Orders
- 4.25 Approve a Perpetual Easement for City of Wayne - WSC

**Items for information and discussion:**

- 7.1 Spring Occupancy and Income Reports
- 7.2 Modification Budgets
- 7.3 Physical Plant Status Reports (January 1 – March 31, 2012)
- 7.4 Capital Construction Quarterly Reports (as of March 31, 2012)
- 7.5 Grant Applications and Awards
- 7.6 Contracts and Change Orders

## **BOARD OF TRUSTEES MEETING**

### **CALL TO ORDER**

#### **1. APPROVAL OF MEETING AGENDA**

**APPROVAL OF MINUTES** from the April 20, 2012 meeting

**PUBLIC COMMENT**

#### **ITEMS FOR CONSENT AGENDA**

- 1.1 Accept Employee Salary Recommendations
- 1.2 Approve LB 309 Allocations and Retrievals

### **ITEMS FOR DISCUSSION AND ACTION**

#### **2. ACADEMIC & PERSONNEL COMMITTEE**

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 Approve Designation of Presidential Associate for Mrs. Ann Rhine
- 2.3 First and Final Round Approvals of Revisions to Board Policies 5002; Conflict of Interest; Employment Requirements; 6025; Income; Gifts and Bequests – Control, Solicitations and Commemoration, and 7021; Travel; Personnel; Claims, Authorization
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- 2.5 Authorize the System Office to Develop a Contract Template for Recruiters for International Students and Authorize CSC President to Sign and Execute Such Contracts
- 2.6 Approve Kaleidoscope Project Cooperative Agreement – CSC

#### **3. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE**

- 3.1 First & Final Round Approval of Board Policies 3000; Admission Requirements; Undergraduate; General and 3010; Admission Requirements; Graduate
- 3.2 First & Final Round Approval of Board Policy 3020; Sexual Violence or Sexual Harassment Reporting, Policies and Procedures

#### **4. FISCAL, FACILITIES & AUDIT COMMITTEE**

- 4.1 Approve 2012-2013 Board Rates
- 4.2 Approve Revised Operating Budgets for 2011-12

- 4.3 Approve Revised Revenue Bond Operating Budgets for 2011-12
- 4.4 Approve Preliminary Operating Budgets for 2012-13
- 4.5 Approve Preliminary Revenue Bond Operating Budgets for 2012-13
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- 4.18 Authorize Reallocation of Contingency Maintenance Funds for Wayne State



- 4.19 First & Final Round Approval of Revisions to Board Policies 3300; Student Organizations; 6018; Trust Funds; and 6022; Income; Systemwide Fees; Individual College Fees
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- 4.23 First and Final Round Approval of Board Policy 7026; Cell Phones and Stipends
- 4.24 Approve Contracts and Change Orders
- 4.25 Approve a Perpetual Easement for City of Wayne – WSC

## **ITEMS FOR INFORMATION AND DISCUSSION**

### **5. ACADEMIC & PERSONNEL COMMITTEE**

- 5.1 Selection of Collective Bargaining Teams
- 5.2 Foundation Employee Compensation Report
- 5.3 Reports of Personnel Actions
- 5.4 Revised Quantitative Academic Reports

### **6. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE**

- 6.1 Annual Retreat and 2012-13 Plans
- 6.2 Key Dates
- 6.3 State of the System Address

### **7. FISCAL, FACILITIES & AUDIT COMMITTEE**

- 7.1 Spring Occupancy and Income Reports
- 7.2 Modification Budgets
- 7.3 Physical Plant Status Reports (January 1 – March 31, 2012)
- 7.4 Capital Construction Quarterly Reports (as of March 31, 2012)
- 7.5 Grant Applications and Awards
- 7.6 Contracts and Change Orders

**8. MISCELLANEOUS ACTION AND INFORMATION ITEMS**

8.1 Chancellor's Report

8.1.1 Election of Board Officers and Facilities Corp Officers

8.1.2 Approve Proposed Board Meeting Schedules  
2012-2013 through 2016-2017

8.2 Presidents' Reports

8.3 Student Trustees' Reports

**ADJOURNMENT**

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges is TBD.

**NEBRASKA STATE COLLEGE SYSTEM  
BOARD OF TRUSTEES  
MINUTES OF APRIL 20, 2012 MEETING**

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A meeting of the Board of Trustees of the Nebraska State College System was held at the Lied Lodge and Conference Center, Nebraska City, Nebraska on Friday, April 20, 2012.

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice of this meeting was mailed to each member of the Board of Trustees. In addition, copies of such notice were sent to the Presidents of the State Colleges, Associated Press, and selected Nebraska newspapers. We, each of us, hereby acknowledge due and sufficient service to the above, the foregoing notice of the time and place and object of said meeting, and agree to meet in said meeting at the time and place presented.

Board members present:

Larry Teahon, Chadron  
Gary Bieganski, Chadron  
Michelle Suarez, Lincoln  
Bill Roskens, Omaha  
Bob Engles, Auburn  
Roger Breed, Lincoln

Student Board Members present:

Will Jackson, Peru State  
Katelyn Olenich, Wayne State

System Office Staff present:

Stan Carpenter, Chancellor  
Kristin Petersen, General Counsel & Vice Chancellor for Employee Relations  
Carolyn Murphy, Vice Chancellor for Finance & Administration  
Korinne Tande, Vice Chancellor for Academic & Student Affairs  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology  
Lois Podobnik, Associate Vice Chancellor for Academic Planning & Partnerships  
Becky Kohrs, Network Specialist/Accountant  
Amy Hock, Director of Systemwide Accounting  
Lynne Olson, Administrative Assistant to the Chancellor

CSC Staff present:

Janie Park, President  
Dale Grant, Vice President for Administration  
Charles Snare, Interim Vice President for Academic Affairs  
Randy Rhine, Vice President for Enrollment Management & Student Services  
Tena Cook, Director of Admissions

PSC Staff present:

Dan Hanson, President  
Todd Drew, Vice President for Academic and Student Affairs  
Bruce Batterson, Vice President for Administration and Finance  
Michaela Willis, Vice President for Enrollment Management & Student Affairs  
Regan Anson, Director of Marketing and Public Affairs  
Becky Johnson,

WSC Staff present:

Curt Frye, President  
Bob McCue, Vice President for Academic Affairs  
Jean Dale, Vice President for Administration and Finance  
Jeff Carstens, Vice President and Dean of Students  
Jay Collier, Director of College Relations  
Tricia Moyer, Marketing Coordinator  
Kevin Halle, Director of Admissions

Others Present

Morgan Nelson, 2012-2013 Chadron State Student Trustee  
Joseph Fauver, 2012-2013 Peru State Student Trustee  
Madison Becker, 2012-2013 Wayne State Student Trustee  
Mike Foley, Auditor of Public Accounts  
Sandy Steinbrecher, NSCS Lead Auditor  
Tom Bliemeister, Auditor in Charge  
Joanne Kissel, The Clark Enersen Partners  
Dan Worth, BVH Associates  
David Swanson, Nemaha County Herald Reporter  
Scott Keene, Ameritas  
Lauren Wismer, Gilmore & Bell  
John Dale  
George Martin

**Friday, April 20, 2012**

**CALL TO ORDER**

Board Vice Chair Suarez called the meeting to order at 9:08 a.m.

**EXECUTIVE SESSION**

Motion was made by Trustee Engles and seconded by Trustee Roskens to move into executive session to discuss litigation and personnel matters and litigation at 9:09 a.m. No action was taken. Motion was made by Trustee Engles and seconded by Trustee Breed to move out of executive session at 10:57 a.m.

Dan Worth, Bahr Vermeer Haecker Associates and Joanne Kissel, The Clark Enersen Partners, gave a presentation regarding the campus master plans for Chadron, Peru and Wayne State Colleges. Dan also gave a presentation on the Willow Bowl project at Wayne State.

The Academic & Personnel Committee, Student Affairs, Marketing & Enrollment Committee and Fiscal, Facilities and Audit Committee met separately starting at 12:00 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 2:00 p.m.

**CALL TO ORDER—BUSINESS MEETING**

Board Vice Chair Suarez called the business meeting to order at 2:00 p.m.

**APPROVAL OF MEETING AGENDA**

The meeting agenda for April 20, 2012 was approved.

**APPROVAL OF MINUTES**

Minutes of the January 18 and February 12, 2012 meetings were unanimously approved.

## CONSENT AGENDA ITEM

A motion was made by Trustee Engles and seconded by Trustee Breed to approve the following consent agenda item. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. Motion was unanimously approved.

### Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

## ITEMS FOR DISCUSSION AND ACTION

### Academic & Personnel Committee

#### Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic & Personnel Committee for the 2012 Teaching Excellence Award recipient, after review of all judge's materials, was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

#### Program Review

A motion to approve the program review recommendations relating to each degree program was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copies are attached to the official minutes.)

#### Chadron State College:

Family & Consumer Sciences (BA, BSE) – continue the program  
Psychology (BA, BSE) – continue the program

#### Wayne State College:

Family & Consumer Sciences (BA, BS) – continue the program  
Psychology (BA, BS) – continue the program  
Interdisciplinary Studies (BA, BS) – continue the program

#### 2012-2013 Salary Policy

A motion to approve the 2012-2013 salary policy as follows was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

**Non-Unionized Professional Staff.** On July 1, 2012, each College and the System Office is authorized to provide a 1.0% salary increase to each non-union professional staff employee with satisfactory performance.

**Non-Unionized Support Staff.** Each College and the System Office is authorized to provide a 1.0% salary increase to each non-union support staff employee with satisfactory performance on July 1, 2012. No service date salary adjustments will be provided.

Background Information:

**NAPE/AFSCME Support Staff Employees.** The NSCS-NAPE/AFSCME Bargaining Agreement was ratified by the NAPE/AFSCME membership in November of 2010. The Board approved the terms of the Agreement on November 12, 2010. The Agreement provides for incremental salary adjustments based on five, ten, fifteen, and twenty years of service and a 1.0% salary increase on July 1, 2012 for FY2012-2013.

**NSCPA Professional Staff Employees.** All terms of the NSCS-NSCPA Bargaining Agreement were ratified by the NSCPA membership in November of 2010. The Board approved the terms of the Agreement on November 12, 2010. The Agreement provides for a 1.0% salary increase for FY2012-2013.

**SCEA Faculty Employees.** All terms of the NSCS-SCEA Bargaining Agreement were ratified by the SCEA membership in December of 2010. The Board approved the terms of the Agreement on January 19, 2011. The Agreement provides for a 1.0% salary increase for FY2012-2013.

Approve Program Title Revisions and Additions – CSC & PSC

A motion to approve the following program title revisions and additions for Chadron and Peru was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

Chadron State

- Minor addition – new Military Science minor
- BA major addition – new Music subject major (BA) to existing comprehensive major

Peru State

- Name change – From Sport Management & Exercise Science major to Sport & Exercise Science major
- Name change – From Business, Human Performance and Systems Management option to Management option
- Merger of endorsements – K-9 Special Education endorsement and 7-12 Special Education endorsement merge into K-12 Special Education endorsement
- Option addition – new Law & Society option in Criminal Justice major
- Option addition – new Educational Studies option in Education major
- Option addition – new Journalism

Resolution to Appoint Chadron State College Interim President

A motion to move the resolution regarding the appointment of the Interim President of CSC to the Academic Affairs section of the agenda was approved. A motion to adopt the resolution to appoint Dr. Randy Rhine as the Interim President at Chadron State College beginning May 12, 2012 at an annual salary of \$140,000 was recommended by the committee to the Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

**Student Affairs, Marketing & Enrollment Committee**

First and Final Round Approval of Revisions to Board Policy 3200; Due Process – Students

A motion to approve the first and final round approval of revisions to Board Policy 3200; Due Process – Students was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 3500; Housing

A motion to approve the first and final round approval of revisions to Board Policy 3500; Housing was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 3675; College Diversity & Multiculturalism

A motion to approve the first and final round approval of revisions to Board Policy 3675; College Diversity & Multiculturalism was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

**Fiscal, Facilities & Audit Committee**

Ratify Acceptance of NSCS Audit Report for Year Ended June 30, 2011

A motion to ratify the acceptance of the Nebraska State College System audit report for the year ending June 30, 2012 was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Vice Chancellor for Finance and Administration, Carolyn Murphy, reviewed the audit report and comments contained in the management letter with the Board.

Sandy Steinbrecher, NSCS Lead Auditor, addressed the Board and noted the audit was an unqualified audit. She indicated the net assets had increase by 9 percent and operating revenues had increased by 15%. Three significant deficiencies were found in the financial aid area of the audit including; undue influence on the part of the administration, difficulties with access to NeSIS, and Pell reporting.

Trustee Breed asked Ms. Steinbrecher to clarify for him that the significant deficiencies were not considered to be material weaknesses. Ms. Steinbrecher stated, "Correct." Ms. Steinbrecher further indicated that the audit was an unqualified opinion on the student financial aid cluster and other financial records, which meant the financial statements were fairly presented. Trustee Breed then stated, "In other words, this means that the public money entrusted to the Board and the Nebraska State College System is properly accounted for." To which, Ms. Steinbrecher said again that the financial statements were an actual representation.

Insurance Renewal

A motion authorizing the chancellor to renew the current insurance coverages in the most cost-effective manner was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Following is a listing of major coverages to be renewed.

- Comprehensive General Liability
- Umbrella Liability
- Property/Casualty – includes boiler and business interruption
- Directors and Officers/Employers Liability
- Athletic Injury/Catastrophic

Contingency Maintenance Requests

A motion to approve the resolutions authorizing each of the Colleges to spend revenue bond surplus funds for contingency maintenance projects was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

Chadron-\$1,000,000  
Peru-\$540,000  
Wayne-\$675,000

The following two action items (4.27 and 4.28) were brought forward on the agenda so they could be dealt with before the audit contract action items.

First and Final Round Approval of Deletion of Board Policy 6010; Audits

A motion to approve the first and final round approval of the deletion of Board Policy 6010; Audits was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 6011; General Operations Financial Reports

A motion to approve the first and final round approval of the revisions to Board Policy 6011; General Operations Financial Reports was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

Audit Contracts

A motion to approve contracts with KPMG to conduct the revenue bond audit at a cost of \$29,200; the facilities corporation audit at a cost of \$8,200 and the Federal A-133 audit at a cost of \$17,000 was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

The KPMG quote for the Federal A-133 audit assumes the field work will be completed in conjunction with the revenue bond audit visits to the Colleges and that federal financial aid continues to be the only major federal program for the NSCS.

Authorize Chancellor to Approve Food Service Contracts

A motion to authorize the Chancellor to approve the 2012-2013 food service contracts was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

A report on the approved food service contracts will be provided to the Board at its June meeting.

Bookstore Contracts

A motion to approve the 2012-2013 bookstore contract renewals submitted by the Colleges, as follows was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

Chadron – VALIDIS RESOURCES  
Peru - VALIDIS RESOURCES  
Wayne – FOLLETT HIGHER EDUCATION GROUP, INC.



Adopt Campus Master Plans

A motion to adopt the campus master plans as presented was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Approve 2012-2013 Tuition Rates and Online Rates

A motion to approve the following tuition rates and online rates per credit hour for 2012-2013 was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

TUITION	
Undergraduate, resident	\$140.00
Graduate, resident	\$177.75
Undergraduate, non-resident	\$280.00
Graduate, non-resident	\$355.50
PERU STATE NON-RESIDENT TUITION	
Undergraduate, non-resident (on-site)	\$141.00
COLLEGE CENTER AT SOUTH SIOUX CITY (WSC) "THE BRIDGE" RATE	
Undergraduate, non-resident (on site)	\$141.00
Graduate, non-resident (on site)	\$178.75
ONLINE RATE (all inclusive)	
Undergraduate Online	\$210.00
Graduate Online	\$262.50
DUAL ENROLLMENT PROGRAM RATE (all inclusive) \$ 50.00	

Approve 2012-2013 Fees

A motion to approve the following proposed fee schedules for 2012-2013 as submitted by the Colleges with the change to the Wayne listing from "Student Activity Fee" to "Event Fee" was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to official minutes.)

	Chadron	Peru	Wayne
<b>Mandatory Fees:</b>			
Admission/Matriculation Fee	\$15.00	\$10.00	\$10.00
Capital Improvement Fee	\$10.00/cr hr	\$10.00/cr hr	\$10.00/cr hr
Event Fee:	\$5.10/cr hr	\$3.75/cr hr	0-12 hrs. \$8.50/hr
	\$61.20/sem max		\$102.00/sem max
Facilities Fee	\$16.00/cr hr	\$18.00/cr hr	0-12 hrs. \$17.50/hr
			\$210.00/sem max
Health Fee	\$4.15/cr hr	\$45.00/sem	\$4.00/cr hr
	\$49.80/sem max		\$48.00/sem max
Student Activity Fee:	\$6.15/cr hr.	\$5.00/cr hr	0-12 hrs. \$4.00/hr
	\$73.80/sem max		\$48.00/sem max
Technology Fee	\$7.55/cr hr	\$6.50/cr hr	\$7.25/cr hr
			\$87.00/max sem
<b>Other Fees:</b>			
Alcohol/Marijuana Violation	\$50-\$150	\$30.00	
CATS Services Fee		\$6.00	

CLEP Test Fee		Vary	
Deferment Fee		\$35.00	
Degree Fee	\$20.00	\$30.00/\$40.00	\$45.00/\$70.00
Distance Learning		\$15.00/cr hr	
Duplicate ID Card	\$5.00		
Extended Campus Fee		\$15.00/hr	\$30.00/hr
Housing Application Fee	\$50.00	\$50.00	\$50.00
Improper Checkout Fee		\$150.00	
Lab Fees	\$5.00-\$75.00	Vary	as published
Late Hsg Contract Cancell		\$150.00	10% of contract
Late Payment Fee		10% balance	2% up to \$100
Late Registration Fee	\$25.00	\$10.00	
LEAP Fee		\$7.50/sem	
Learning Community Fee		\$15.00/sem	
Library Penalty	\$.05/day	\$.10/day	vary by item
Material Fee			at cost
Music, Instrument Rental Fee			\$10.00/sem
Music Locker Rental			\$10.00/sem
Music, Private Lessons	\$150-\$250	\$90.00/cr hr	
New Student Orientation Fee	\$100.00		\$85.00
Parking Permit	\$20.00	\$20.00	\$40/\$24/\$13
Parking Penalty	\$20.00	\$25.00	varies
Payment Plan Fee			
	1-6 hrs	\$10.00	
	7+ hrs	\$20.00	
Placement Fee	\$30.00		
Publications Fee		\$1.25/cr hr	
Reinstate. Fee After Adm. Withdrw			\$100.00
Replacement ID Card	\$6.25	\$7.00	\$15.00
Returned Check Charge		\$20.00	\$40.00
Room Change Fee		\$35.00	
Student ID Card	\$5.00	\$2.00/sem	
Student Record Fee	\$0.40/cr hr		\$1.00/cr hr
Transcript Fee	\$5.00		\$5.00 after 25 free
Transfer Student Orientation Fee			\$15.00

#### Approve 2012-2013 Room Rates

A motion to approve the following 2012-2013 room rate proposals as submitted by the Colleges was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copies are attached to the official minutes.)

Double Room Rate Proposals	Chadron	Peru	Wayne
Double room rates/semester	\$1,328/\$1,420	\$1,347/\$1,581	\$1,440/1,510

#### Approve Distribution of Funds for 2012-2013

A motion to approve the following distribution of funds for 2012-2013 was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

## Proposed Distribution of Funds

2012-13

April 20, 2012

	CSC	PSC	WSC	SO	TOTAL
<b>DISTRIBUTION 2011-12</b>					
General Fund	15,495,506	8,500,699	19,502,456	1,347,376	44,846,037
Cash Funds (est.)	8,283,790	7,095,455	13,769,986	0	29,149,231
<b>Subtotal General and Cash</b>	<b>23,779,296</b>	<b>15,596,154</b>	<b>33,272,442</b>	<b>1,347,376</b>	<b>73,995,268</b>
Federal Funds (est.) (NOTE 1)	13,650,000	12,820,000	20,229,900	0	46,699,900
Revolving Funds (est.) (NOTE 2)	2,650,000	853,309	4,458,078	0	7,961,387
Board approved adjustment (June, 2011)	100,000	234,683	(186,283)	0	148,400
Total Revised Revolving Funds	2,750,000	1,087,992	4,271,795	0	8,109,787
<b>2011-12 All Funds Total</b>	<b>40,179,296</b>	<b>29,504,146</b>	<b>57,774,137</b>	<b>1,347,376</b>	<b>128,804,955</b>
<b>2012-13 Gen./Cash Fund Adjustments</b>					
Gen. Fund - LB 374 (2011) Operations (NOTE 3)	125,601	173,325	170,112	135,818	604,856
<b>Total Gen. Fund adjustments</b>	<b>125,601</b>	<b>173,325</b>	<b>170,112</b>	<b>135,818</b>	<b>604,856</b>
Cash Fund - based on 3.5% tuition increase (NOTE 4)	301,579	211,659	388,622	0	901,860
SO Cash funds for NeSIS Ongoing Operations (NOTE 5)	0	0	0	546,228	546,228
<b>Total Cash Fund adjustments</b>	<b>301,579</b>	<b>211,659</b>	<b>388,622</b>	<b>546,228</b>	<b>1,448,088</b>
<b>Total 2012-13 Gen./Cash Adjustments</b>	<b>427,180</b>	<b>384,984</b>	<b>558,734</b>	<b>682,046</b>	<b>2,052,944</b>
<b>DISTRIBUTION 2012-13</b>					
Gen. Fund	15,621,107	8,674,024	19,672,568	1,483,194	45,450,893
Cash Funds (est.)	8,585,369	7,307,114	14,158,608	546,228	30,597,319
<b>Subtotal General and Cash</b>	<b>24,206,476</b>	<b>15,981,138</b>	<b>33,831,176</b>	<b>2,029,422</b>	<b>76,048,212</b>
Federal Funds (est.) (NOTE 1)	13,689,798	12,820,000	20,229,900	0	46,739,698
Revolving Funds (est.)	2,750,000	1,087,992	4,271,795	0	8,109,787
<b>2012-13 All Funds Total</b>	<b>40,646,274</b>	<b>29,889,130</b>	<b>58,332,871</b>	<b>2,029,422</b>	<b>130,897,697</b>

NOTE 1

Federal Funds are estimates based on LB 374 (2011). Adjustments are made as needed by the Colleges.

NOTE 2

Revolving Funds (est.) for 2011-12 are based on LB 374 (2011). Adjustments are made when approved by the Board.

NOTE 3

Includes Director of Systemwide Accounting position in SO distribution and \$81,621 in funding for PSC related to earlier transfers between Colleges

NOTE 4

Tuition revenue is net of remissions and refunds -- Assumes tuition rate \$140/cr. hr. (undergraduate, resident)

NOTE 5

FY 2012-13 NeSIS Ongoing Operations Budget; In accordance with approval by the Board at the November 4, 2011 meeting

Approve Distribution of Capital Construction Deficit Appropriations for 2012-13

A motion to approve the distribution of capital construction deficit appropriations for 2012-13 as follows was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

CSC Armstrong Gymnasium	\$6,700,000
PSC Oak Bowl	\$7,500,000

Authorize Chancellor to Sign Agreement for CMMS Services

A motion authorizing the Chancellor to sign the Agreement for Computerized Maintenance Management Software (CMMS) services was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Adopt Resolution Authorizing Chancellor to Approve Refunding of 2002 Revenue Bond Issues

A motion authorizing the Chancellor to approve refunding of the 2002 revenue bond issues was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

I.

**BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES**

that (a) the Supplemental Resolution entitled "Eighth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed Six Million Two Hundred Thousand Dollars (\$6,200,000) Student Fees and Facilities Revenue Refunding Bonds, Series 2012A (Wayne State College Project) of The Board of Trustees of the Nebraska State Colleges" (the "**Eighth Supplemental Resolution**") in the form presented to the Board as **Exhibit "A"** and made a part hereof by reference and (b) the Supplemental Resolution entitled "Ninth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed Two Million Eight hundred Thousand Dollars (\$2,800,000) Student Fees and Facilities Revenue Refunding Bonds, Series 2012B (Peru State College Project) of The Board of Trustees of the Nebraska State Colleges" (the "**Ninth Supplemental Resolution**") in the form presented to the Board as **Exhibit "B"** and made a part hereof by reference are hereby approved, adopted, ratified and affirmed, together with such changes or modifications as the Chancellor, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges.

**II.**

**BE IT FURTHER RESOLVED BY THE BOARD** that (a) the not to exceed \$6,200,000 principal amount of The Board of Trustees of the Nebraska State Colleges Student Fees and Facilities Revenue Refunding Bonds, Series 2012A (Wayne State College Project), dated as of such date as shall be determined by the Chancellor (the “**2012A Bonds**”) authorized by the Eighth Supplemental Resolution, and (b) the not to exceed \$2,800,000 principal amount of The Board of Trustees of the Nebraska State Colleges Student Fees and Facilities Revenue Refunding Bonds, Series 2012B (Peru State College Project), dated as of such date as shall be determined by the Chancellor (the “**2012B Bonds**”) authorized by the Ninth Supplemental Resolution, shall be sold by negotiated sale at a true interest cost not to exceed four and one-quarter percent (4.25%) to Ameritas Investment Corp. (the “**Underwriter**”) pursuant to a Bond Purchase Agreement, dated as of such date as shall be determined by the Chancellor in the form presented to the Board as **Exhibit “C”** and made a part hereof by this reference, which Bond Purchase Agreement is hereby adopted, ratified, affirmed and approved, together with such changes or modifications as the Chancellor, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges. The Chancellor is hereby authorized and directed to determine with respect to the 2012A Bonds and the 2012B Bonds the principal amount of such 2012A Bonds and 2012B Bonds (collectively, the “**2012 Bonds**”) to be issued, the principal maturities, interest rates and redemption provisions thereof, and to take all necessary actions and execute all necessary documents to effect the sale of the 2012 Bonds; provided, however, that the present value of the savings to be realized from the issuance of the 2012 Bonds shall not be less than 4.00%.

**III.**

**BE IT FURTHER RESOLVED BY THE BOARD** that the Preliminary Official Statement of the Board with respect to the 2012 Bonds, dated such date as shall be determined by the Chancellor in the form presented to the Board as **Exhibit “D,”** together with such changes or modifications as the Chancellor, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges, and the final Official Statement to be dated as of the respective dates of sale with respect to the 2012 Bonds, which final Official Statement shall include the terms of the 2012 Bonds, are hereby approved and authorized for delivery to the purchasers of the 2012 Bonds.

**IV.**

**BE IT FURTHER RESOLVED BY THE BOARD** that (a) the Continuing Disclosure Certificate, dated such date as shall be determined by the Chancellor on behalf of the Board to satisfy the requirements of Rule 15c2-12 of the Securities and Exchange Commission with respect to the 2012 Bonds in the form attached hereto as **Exhibit “E”** and made a part hereof by reference, and (b) the Tax Compliance Agreement, dated such date as shall be determined by the Chancellor on behalf of the Board, by and between the Board and the Trustee to satisfy the requirements of Internal Revenue Code of 1986, as amended, and the applicable regulations thereunder with respect to the 2012 Bonds in the form attached hereto as **Exhibit “F”** and made a part hereof by reference, are each hereby approved, adopted, ratified and affirmed, together with such changes, additions, deletions or modifications and the Chair of the Board, State College counsel and bond counsel shall approve as being in the best interests of the Nebraska State Colleges.

**V.**

**BE IT FURTHER RESOLVED BY THE BOARD** that the Tax-Exempt Financing Compliance Procedure with respect to tax-exempt financings undertaken by the Board from time to time, in the form presented to the Board as **Exhibit “G,”** together with such changes or modifications as the Chancellor, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges, is hereby approved, adopted, ratified and affirmed, together with such changes, additions, deletions or modifications and the Chair of the Board, State College counsel and bond counsel shall approve as being in the best interests of the Nebraska State Colleges.

**VI.**

**BE IT FURTHER RESOLVED BY THE BOARD** that the members and officers of this Board and the officials of the Nebraska State Colleges, or any of them, be, and they hereby are, and each of them hereby is, authorized and directed to take any and all action, including the execution of all papers, certificates, receipts and documents, they or any of them may deem necessary or desirable to effectuate, in accordance with the terms of the Resolutions pertaining thereto adopted at this meeting, the delivery and payment for the 2012 Bonds.

**VII.**

**BE IT FURTHER RESOLVED BY THE BOARD** that all actions heretofore taken for or on behalf of, or in the name of the Board, by any of the members or officers thereof or by any officers of the Nebraska State Colleges with respect to the authorization or offering for sale of the 2012 Bonds are hereby validated, ratified and confirmed.

**ADOPTED:** April 20, 2012.

**THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES**

By: \_\_\_\_\_  
Board Vice Chair

Adopt Resolution Regarding Tax Exempt Finance Compliance

A motion to adopt the following resolution regarding tax exempt finance compliance with the omission of the verbiage “for refunding of 2002 revenue bond issues” in the motion was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

**RESOLUTION  
OF THE  
BOARD OF TRUSTEES  
OF THE  
NEBRASKA STATE COLLEGES**

**BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES:**

That the attached Tax-Exempt Financing Compliance Procedure with respect to debt obligations, the proceeds of which are to be loaned or otherwise made available to the Board, and the interest on which is excludable from gross income for federal income tax purposes or is afforded a federal income tax credit or interest subsidy from the U.S. Treasury Department, which is attached hereto and marked as Attachment “A”, is hereby approved.

**ADOPTED:** April 20, 2012.

**THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES**

By: \_\_\_\_\_  
Board Vice Chair

Authorize Chancellor to Sign Project Contracts – CSC

A motion authorizing the Chancellor to sign the following project contracts for Chadron State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

- Kent Hall Residence Hall Fire Alarm System Upgrade
- High Rise Residence Hall Show Stall Renovations
- High Rise Elevator Main Mechanical & Electronics Upgrade
- Math/Science Building Restroom Renovation
- Energy Monitoring
- King Library Switchgear

Adopt Resolution to Select Construction Manager at Risk for Armstrong - CSC

A motion to adopt the resolution to select the construction manager at risk contract delivery system as an option for the Armstrong Gymnasium renovations at Chadron State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

**NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION**

WHEREAS, the Board of Trustees of the Nebraska State Colleges is required to follow the procedures established by the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2913) in its decision to solicit and execute a design-build contract or construction management at risk contract for capital construction projects; and

WHEREAS, the procedures outlined in the Nebraska Political Subdivisions Construction Alternatives Act and the Board of Trustees of the Nebraska State College System Policy 8071 require the Board of Trustees to adopt a resolution selecting the design-build contract or construction management at risk contract delivery system; and

WHEREAS, the project delivery system for a design-build contract requires the design and construction contracts to be combined into one contract with a single point of responsibility; the criteria for selection include qualifications and project approach, not construction costs or design; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid; and

WHEREAS, the project delivery system for a construction management at risk contract requires the design and construction contracts be separated; the criteria for selection includes qualifications, project approach and construction manager fee; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Nebraska State College System that the construction management at risk contract delivery system be adopted as one option for the Armstrong Gymnasium Renovation Project at Chadron State College, dependent upon project need.

Approved this 20<sup>th</sup> day of April, 2012.

\_\_\_\_\_  
Vice Chair, Board of Trustees

\_\_\_\_\_  
Chancellor, Nebraska State  
College System

Appoint Construction Manager at Risk Selection Committee – CSC

A motion to appoint the following construction manager at risk selection committee for the Armstrong Gymnasium renovation project at Chadron State and to authorize the Chancellor to sign the professional services contract was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

- Larry Teahon, Board of Trustees, Member, Fiscal, Facilities & Audit Committee
- Randy Rhine, Interim President, CSC
- Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS
- Dale Grant, Vice President for Administration & Finance, CSC
- Blair Brennan, Director of Physical Services, CSC
- Randy Bauer, Community Member
- Leo A Daly Representative, Architect Consultant

Adopt Resolution to Select Construction Manager at Risk for Oak Bowl - PSC

A motion to adopt the resolution to select the construction manager at risk contract delivery system as an option for the Oak Bowl renovations at Peru State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

**NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION**

WHEREAS, the Board of Trustees of the Nebraska State Colleges is required to follow the procedures established by the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2913) in its decision to solicit and execute a design-build contract or construction management at risk contract for capital construction projects; and

WHEREAS, the procedures outlined in the Nebraska Political Subdivisions Construction Alternatives Act and the Board of Trustees of the Nebraska State College System Policy 8071 require the Board of Trustees to adopt a resolution selecting the design-build contract or construction management at risk contract delivery system; and

WHEREAS, the project delivery system for a design-build contract requires the design and construction contracts to be combined into one contract with a single point of responsibility; the criteria for selection include qualifications and project approach, not construction costs or design; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid; and

WHEREAS, the project delivery system for a construction management at risk contract requires the design and construction contracts be separated; the criteria for selection includes qualifications, project approach and construction manager fee; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Nebraska State College System that the construction management at risk contract delivery system be adopted as one option for the Oak Bowl Renovation Project at Peru State College, dependent upon project need.

Approved this 20<sup>th</sup> day of April, 2012.

\_\_\_\_\_  
Vice Chair, Board of Trustees

\_\_\_\_\_  
Chancellor, Nebraska State  
College System

Appoint Construction Manager at Risk Selection Committee – PSC

A motion to appoint the following construction manager at risk selection committee for the Oak Bowl renovation project at Peru State and to authorize the Chancellor to sign the professional services contract was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

- Bob Engles, Board of Trustees, Member, Student Affairs, Marketing & Enrollment Committee
- Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS
- Bruce Batterson, Vice President for Administration & Finance, PSC
- Michaela Willis, Vice President Enrollment Management & Student Affairs, PSC
- Rick Harrison, Director of Campus Services, PSC
- Steve Schneider, Director of Athletics
- Kevin Reiman, Superintendent of Auburn Public Schools
- Ken West, DLR, Architect Consultant



Authorize Chancellor to Approve Professional Services Contract – PSC

A motion to authorize the Chancellor to approve a professional services contract with DLR Group for the Oak Bowl design services and construction supervision at Peru State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Accept & Approve Design Development Documents – WSC

A motion to accept and approve the design development documents for the Willow Bowl renovation project at Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Authorize the Following Reallocation of Contingency Maintenance Funds – WSC

A motion to authorize the following reallocation of contingency maintenance funds for Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

From Resolution 2009	\$80,000.00	#8 Residence Hall Repairs/Equipment/Furniture
To Resolution 2010	\$80,000.00	#9 Residence Hall Repairs/Equipment/Furniture

First & Final Round Approval of Revisions to Board Policy 7014; Inventories and Disposal of Surplus Personal Property

A motion for first and final round approval of revisions to Board Policy 7014; Inventories and Disposal of Surplus Personal Property was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich. (Copy attached to the official minutes.)

Authorize Chancellor to Terminate Agreements with Evergreen Capital and Raymond James Financial

A motion to authorize the Chancellor to terminate Agreements with Evergreen Capital Management (ECM) and Raymond James Financial Services, Inc. (RJFS) and transfer of all funds invested as part of these contracts to NSCS trust fund accounts invested with the State Investment Officer was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Approve Contracts and Change Orders

A motion to approve the following contracts and change orders was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Chadron Contracts

- Nelson Physical Activity Center (replace arena/track floor) -- \$341,700
- Heat Plant (emergency generator) -- \$663,290

Peru Contracts

- Campus (install 26 security cameras) – not to exceed \$126,875
- Campus (install card access system) -- \$130,923.44

Wayne Change Orders

- Hahn Administration Building (1 – contingency change) -- \$87,751.75 deduct
- Hahn Administration Building (5 – contingency change) -- \$32,290

Board Vice Chair, Michelle Suarez, made the following statement.

As acting chair of the board, I have a few comments about the events that have unfolded over the last 8 months at Chadron State College.

First, the Board wants to commend and thank Chadron State President, Janie Park and her staff for managing a very difficult situation.

Second, the Board wants to similarly commend and thank Chancellor Carpenter and the System Office staff for keeping us so well apprised of the events unfolding at Chadron State, for ensuring that the NSCS voluntarily disclosed problems to all the proper authorities, and for looking out for the best interests of the NSCS. We are fortunate to have a strong leadership team whom we trust to handle challenging issues of this nature.

Finally, the Board wants our administrators, faculty, staff and the personnel in the System Office to know that they have our support and appreciation as they continue to work hard on behalf of our students. Ultimately, serving students and their learning needs is our mission and our work.

## **ITEMS FOR INFORMATION AND DISCUSSION**

### **Academic & Personnel Committee**

#### Promotion and Tenure Report

Promotion and tenure reports from the Colleges not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

#### Fall Graduation Summaries

Board members reviewed the Fall 2011 graduate summary reports submitted by the Colleges. (Copies are attached to the official minutes.)

#### Fall Instructional Load Reports

Fall 2011 instructional load reports from each College not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

#### Five-year Academic Calendar

Board members received a copy of the system-wide academic calendars set for 2012-2013 through 2016-2017. (Copy is attached to the official minutes.)

#### Funding Request to CSC Foundation

The following funding request to the CSC Foundation was provided to the Board for information.

- Unrestricted funds to a discretionary account for the CSC President in the amount of \$4,500
- Unrestricted funds to a discretionary account for the NSCS Chancellor in the amount of \$1,500
- Annually provide one-third (1/3) of the payment made in support of the NSCS Senators' Reception
- Provide \$3,000 for the NSCS Teaching Excellence Award when the recipient is a Chadron State College faculty member

#### Personnel Actions Reports

The personnel action reports from each College were provided to the Board for information only. (Copies attached to official minutes.)

Report on Amended Foundation Agreement – WSC

The revision to the Agreement between the NSCS and the Wayne State Foundation indicated the Foundation will provide the funding for the Teaching Excellence Award when the recipient is a Wayne State College faculty member.

Greek Work Programme Agreement Report – WSC

WSC entered into an Agreement for academic collaboration with the University of Thessaly in Greece for 3 academic years beginning in 2012-13. (Copy is attached to the official minutes.)

**Enrollment and Marketing Committee**

Non-Resident Scholars Report

The 2011-2012 non-resident scholars report was provided to the Board for information only. (Copy is attached to the official minutes.)

Senators' Reception Update

Twenty five state senators and Lt. Governor Rick Sheehy attended the 2012 Senators' Reception which was held following the NSCS Board meeting Wednesday, January 18 from 4-7 p.m. at The Ferguson Center. The three College foundations sponsored the event jointly. The date for next year's reception is Wednesday, January 15, 2013. The reception will be held in The Ferguson Center again.

Student Trustees' Update

The Governor selected the following individuals as the 2012-2013 NSCS Student Trustees.

- CSC – Morgan Nelson from Norfolk, NE
- PSC – Joseph Fauver from Springfield, NE
- WSC – Madison Becker from Hartington, NE

Update on Marketing Activities

Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, is currently working with the Council of Admissions and College Relations to plan the annual retreat. During the retreat the Council will evaluate the 2011-12 marketing efforts and establish a list of priorities for 2012-13.

Title IX Intercollegiate Athletics Reports

The Title IX Intercollegiate Athletics reports from each College were provided to the Board for information. (Copies attached to official minutes.)

NCAA Principles for Conduct Institutional Commitment

The National Collegiate Athletic Association (NCAA) requires all Division II member institutions to complete the NCAA Institutional Self Study Guide (ISSG) to enhance integrity in intercollegiate athletics and to report their commitment annually to the institutions governing body. Accordingly, Chadron and Wayne reported their institutional commitment to enhance integrity in their intercollegiate athletics programs. (Copy is attached to official minutes.)

### 2011 Scholarship Luncheon

The scholarship luncheon for Board of Trustee scholars and Governor's Opportunity Award recipients was held Friday April 13 at the Hillcrest Country Club from 12:00 noon to 1:30 p.m. The keynote speaker was Lieutenant Governor Rick Sheehy. Danny Woodhead, CSC Alumnus and New England Patriots running back was the alumni speaker. One hundred forty two students and their families attended the luncheon. A total of 178 people attended the luncheon including College and System Office staff.

### Scholarship Updates

The scholarship applications and awards reports will be provided to the Board on an annual basis at its September meeting.

## **Fiscal, Facilities & Audit Committee**

### Capital Construction Progress Reports

The following capital construction progress reports were reported for information. (Copies are attached to the official minutes.)

#### Peru State College

- Eliza Morgan Hall Renovation Phases II, III & IV – Interim report

#### Wayne State College

- Carhart Science Building Phase II – Interim report
- College Center at South Sioux City – Interim report
- Hahn Administration Building Upgrade – Interim report
- Pile Hall Renovation – Interim report
- Willow Bowl Restoration – Interim report

### Contingency Maintenance Progress Reports

Contingency maintenance progress reports from each College were reported for information. (Copies are attached to the official minutes.)

### Six-Month Financial Reports

July – December 2011 financial reports from each College were reported for information. (Copies are attached to the official minutes.)

### Six-Month Operating Expenditure Reports

July – December 2011 operating expenditure reports from each College and the System Office were reported for information. (Copies are attached to the official minutes.)

### LB 309 Progress Reports

LB 309 progress reports from each College were reported for information. (Copies are attached to the official minutes.)

### Six-Month Revenue Bond Expenditure Reports

July – December 2011 revenue bond operating expenditure reports from each College were reported for information. (Copies are attached to the official minutes.)

Optimal Enrollment Model Report

The optimal enrollment model reports for Fall 2006 through Fall 2011 from each College were reported for information. (Copies are attached to the official minutes.)

Occupancy and Income Report

The Colleges provided information on occupancy and the income earned on the revenue bond facilities during the fall 2011 semester. (Copies are attached to the official minutes.)

Potential Occupancy and Income Reports

The Colleges provided potential 2012-2013 occupancy and income projections. (Copies are attached to the official minutes.)

Physical Plant Status Reports

Each College presented a report of the status of physical plant projects to the Board. (Copies are attached to the official minutes.)

Preliminary Review of Budget Request

The proposed NSCS budget request will be presented to the Board for approval at its June meeting scheduled for June 15, 2012.

Clarification of "The Bridge" Tuition Rate at the College Center in South Sioux City – WSC

The pilot program to implement a special tuition rate for non-resident students at the College Center of \$1 plus the resident rate, approved by the Board on January 18, 2012, was not specific in stating whether the new plan would apply to both undergraduate and graduate students. Wayne State intends for the same \$1 above resident rate to apply to graduate students as well as undergraduate students. Several Learning Community programs are taught at the College Center, and it is WSC's hope that "The Bridge" rate, applying to graduate students in nearby states, will be a strong incentive to students interested in those programs.

Grant Applications and Awards

The following grant applications and awards were presented to the Board for information.

Chadron Applications

- Higher Education Challenge Grant (USDA National Institute of Food and Agriculture) -- \$150,000
- Upward Bound (U.S. Department of Education) -- \$1,000,000

Wayne Application

- Magnetically Controlled Molecular Motors (National Science Foundation Infrastructure Grant/Nebraska EPSCoR Undergraduate Research Experience) -- \$5,000

Wayne Awards

- Geography Education Professional Development Workshops (Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grant Program) -- \$67,400
- State of Nebraska Dept. of Economic Development Contract to Serve as a Trained Mentor in the Gallup Organization's Entrepreneur Acceleration System (State of Nebraska Department of Economic Development) -- \$1,500
- "Student Support Services (STRIDE) (U.S. Department of Education) -- \$308,069
- Undergraduate Participation in Spring 2012 NAS Meeting (The Nebraska Academy of Sciences) -- \$2,000

Contracts and Change Orders

The following contracts and change orders were presented to the Board for information.

Nebraska State College System Contracts

- Nebraska State College System Office and Colleges (2012 Cornhusker State Games School Spirit Awards Program) -- \$5,000
- Washington, D.C. (Federal consulting services) -- \$18,000 annually
- Scholarship Luncheon (alumnus speaker at luncheon) -- \$5,000

Chadron State Contracts

- Republic of Vietnam (recruit students to enroll in CSC online MBA degree courses) -- \$9% of CSC online graduate credit hour tuition charge for each credit hour of the MBA program for each enrolled international student referred by contractor
- Omaha, Nebraska (offer CSC post baccalaureate, teacher education professional development courses for "in-service" graduate credit) -- \$95 of CSC graduate credit hour tuition charge for each credit hour per registrant
- Rangeland Center (subsurface exploration) -- \$3,300
- Rangeland Center (Phase II borings) - \$1,000
- Chiller Plant (install 10" grooved valve into bypass pipe) -- \$3,400
- Reta King Library (first floor remodel professional engineering services) -- \$30,400
- East Court (professional services) -- \$47,500

Wayne State Contracts

- Hoffbauer Plaza (reconstruction) -- \$125,358 (Chancellor authorized to sign 9/9/11)
- Campuswide Dashboard (implement energy study recommendations) -- \$216,361 (Chancellor authorized to sign 6/2/11)
- Campuswide (annual fire system inspections – 3 quarterly and 1 annually) -- \$12,200
- Ley Theatre – (structure and plaster repair study) -- \$7,800
- Ley Theatre – (structure and plaster repair study) -- \$64,749
- Student Center – (provide and install new desk surround, countertop and cabinets for information desk) -- \$7,674.50
- Connell Hall – (tunnel in-fill in commons area by Connell Hall) -- \$17,893
- US Conn Library – (renovation study) -- \$68,500 (Chancellor authorized to sign 9/9/11)
- Carhart Science Building – Phase III (inspection, project design, abatement) – 4,870
- Bowen Hall (energy improvement project) -- \$14,400
- Rec Center (re-roof) -- \$359,678 (Chancellor authorized to sign 1/18/12)

Chadron State Change Order

- Rangeland Center (#1 bidding and construction phase services) -- \$173,200

Peru State Change Orders

- Campus Services Building (#4 structural steel corrections) -- \$3,979.50
- Student Center (#1 additional air handler) -- \$43,889 (Chancellor authorized to sign 1/18/12)
- Student Center (#2 replace heat exchanger) -- \$15,050

Wayne State Change Orders

- South Sioux City College Center (#1) -- \$1,827
- Hahn Administration Building (#2 contingency change) -- \$13,637
- Hahn Administration Building (#3 contingency change) -- \$19,749
- Hahn Administration Building (#4 contingency change) -- \$14,844

Wayne State Adjustments within Guaranteed Maximum Price (GMP)

- Carhart Science – Phase II (#3) -- \$6,918 deduct
- Pile Hall (#8) -- \$1,593

Wayne State & Northeast Community College Quit Claim Deed Report

The plan for creating and governing the College Center in South Sioux City is reflected in an Interlocal Agreement, dated September 14, 2006, and subsequent amendments thereto, between Northeast Community College Area, Wayne State College, and the Community Development Authority of the City of South Sioux City. In Section C.1 of the Amendment to the Interlocal Agreement dated August 14, 2008, it was stated that Northeast Community College “currently has fee simple title to the real property on which the CCSSC facility will be built (the ‘Site’) and will subdivide the real property to provide for the CCSSC to be constructed on a lot which shall be jointly owned by the parties.” (Northeast Community College and Wayne State College).

On February 9, 2012, the Northeast Community College Area Board approved the Quitclaim Deed drawn up in consultation with attorneys from both parties, conveying an undivided one-half interest in the property on which the College Center was built to the Board of Trustees of the Nebraska State Colleges. The final step will be filing the Quitclaim Deed with the Dakota County Register of Deeds, along with a real estate transfer statement.

Fall 2011 NSCS Advantage Report

Final Fall 2011 costs of the NSCS Advantage Program were provided to the Board for information only. (Copy is attached to the official minutes.)

**MISCELLANEOUS ACTION AND INFORMATION ITEMS**

Appointment of System Lobbyist

A motion to approve the appointment of Trent Nowka Company to serve as lobbyist from July 1, 2012 through June 30, 2014 for the Nebraska State College System at an annual fee of \$35,819 for FY 13 and FY 14 was unanimously approved. Voting aye: Bieganski, Breed, Engles, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Jackson and Olenich.

Chancellor's Report

Chancellor Carpenter thanked Janie Park, CSC President, for her hard work and dedication to Chadron State during her time there and wished her well in her retirement.

Chancellor Carpenter also introduced and welcomed Amy Hock, Director of Systemwide Accounting, who started in her new position Monday, April 16, 2012. He also welcomed the student trustees who would serve on the Nebraska State College System Board of Trustees during the 2012-2013 academic year. Their terms begin at the June 15, 2012 Board meeting. The new student trustees include; Morgan Nelson at Chadron State, Joseph ‘Seph’ Fauver at Peru State and Madison ‘Maddie’ Becker at Wayne State. Board Vice Chair Suarez presented certificates to the new student trustees.

Chancellor Carpenter thanked the current student trustees for their service to the Board of Trustees. Vice Chair Suarez also presented the current student trustees’ certificates of recognition and appreciation for their service to the Nebraska State College System Board of Trustees during the 2011-2012 academic year.

Chancellor Carpenter noted that the Rural Futures Initiative would be held May 8-10, 2012 at the Cornhusker in Lincoln. He further noted that both Lois Podobnik, Associate Vice Chancellor for Academic Planning and Partnerships, and he would be attending the conference as well as teams from each of the Colleges.

Appointment of Board Nominating Committee

Vice Chair Suarez and Trustees Breed and Engles will serve as the nominating committee for the 2012-2013 Board and Facilities Corporation officers.

Vice Chair Suarez reminded the following that they would be providing greetings from the Board of Trustees at the May 5, 2012 NSCS institution commencement ceremonies:

Larry Teahon – Chadron  
 Bob Engles – Peru  
 Cap Peterson – Wayne

Board of Trustees' Proposed Meeting Schedule

Board members were asked to review the meeting schedules for 2012-2013 through 2016-2017 and to let Lynne Olson, Administrative Assistant to the Chancellor, know of any conflicts. The Board will be asked to determine the schedule for Board meetings in 2012-2013 at the June 15, 2012 meeting.

2012-2013  
 (Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 6-7, 2012 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 8-9, 2012 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 15, 2013 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 14-15, 2013 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 6, 2013 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 7, 2013 Friday



2012-2013  
(Six Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 6-7, 2012 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 8-9, 2012 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 15, 2013 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 1, 2013 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 25-26, 2013 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 6, 2013 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 7, 2013 Friday

2013-2014  
(Five Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 8, 2013 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 7-8, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 20-21, 2014 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 5, 2014 Thursday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 6, 2014 Friday

2013-2014  
(Six Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 8, 2013 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 7-8, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 7, 2014 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 24-25, 2014 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 5, 2014 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 6, 2014 Friday

2014-2015  
(Five Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 7, 2014 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 4-5, 2014 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 6-7, 2014 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 13, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 19-20, 2015 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 4, 2015 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 5, 2015 Friday

2014-2015  
(Six Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 7, 2014 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 4-5, 2014 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 6-7, 2014 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 13, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 6, 2015 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 23-24, 2015 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 4, 2015 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 5, 2015 Friday

2015-2016  
(Five Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 6, 2015 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 3-4, 2015 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 5-6, 2015 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 12, 2016 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 17-18, 2016 Thursday - Friday
JUNE	BOAR OF TRUSTEES RETREAT--LINCOLN	June 2, 2016 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 3, 2016 Friday

2015-2016  
(Six Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 6, 2015 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 3-4, 2015 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 5-6, 2015 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 12, 2016 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 4, 2016 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 21-22, 2016 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 2, 2016 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 3, 2016 Friday

2016-2017  
(Five Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 4, 2016 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 8-9, 2016 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 3-4, 2016 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 17, 2017 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 23-24, 2017 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 1, 2017 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 2, 2017 Friday

2016-2017  
(Six Meetings Per Year)

AUGUST	BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY	August 4, 2016 Thursday
SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 8-9, 2016 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 3-4, 2016 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 17, 2017 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 3, 2017 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 20-21, 2017 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 1, 2017 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 2, 2017 Friday

Vice Chair Suarez reported the next meeting for the Board of Trustees would be held June 15, 2012 at Hillcrest Country Club in Lincoln

#### Presidents' Reports

CSC President Park thanked everyone for the past 7 years. Despite a few difficulties, she said the time at CSC was very rewarding and it was a great position from which to end her 40 year career in academia. Janie indicated all the progress made at Chadron during her presidency was because of the great team she had to work with including Randy Rhine, Lois Veath Podobnik, Dale Grant and Tena Cook. She will be retiring to Montana with her husband, Tom. Her last day, as CSC President, is May 11. Board Vice Chair Michelle Suarez presented Dr. Park with a plaque from the Board of Trustees thanking Dr. Park for seven years of outstanding service to CSC and the Nebraska State College System.

PSC President Hanson reported on the Student Engagement Enhancement Initiative of the current strategic plan. Fifteen faculty members were recently awarded grants to encourage creativity and innovation in teaching, thereby enhancing the student learning experience. Some of the grants included; a field experience to Washington, D.C. to attend the presidential inauguration, purchase of simulation software that allows students to explore a virtual crime scene and an opportunity to use sophisticated equipment to study detailed biomechanical aspects of human movement.

WSC President Frye reported on the Semester Abroad in Greece and the Asia program. These programs were developed to provide opportunities for WSC students' experiences in other countries and in other cultures. He also reported that Wayne State had been named to the 2012 President's Higher Education Community Service Honor Roll for the second consecutive year.

#### Student Trustees' Reports

2012-2013 CSC Student Trustee Morgan Nelson, reporting for Student Trustee Machal, said Riley wanted to thank the Board for the opportunity to serve. Riley appreciated the experience she had while serving. Morgan noted several activities were slated at CSC for the remainder of the spring semester.

PSC Student Trustee Jackson also thanked the Board for his opportunity to learn from the Board and serve as student trustee. He noted several activities were scheduled for the remainder of the spring semester at PSC which included the alumni football game. He reported that Ralph Nader's visit to Peru State was interesting and that it stimulated a great deal of discussion.

WSC Student Trustee Olenich thanked the Board for allowing her to serve as student trustee for Wayne State. She further reported on various activities that had occurred during the spring semester and that everyone is looking forward to the renovation of the Library.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Hillcrest Country Club in Lincoln on June 15, 2012.

**ADJOURNMENT** -- The meeting was adjourned at 4:00 p.m.

Respectfully submitted,

Stan Carpenter  
Chancellor

Persons interested in source documents relating to the above agenda items may consult the Board Book for this meeting kept on file in the Nebraska State Colleges System Office in Lincoln.

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Accept the 2012-2013 Salary Recommendations as Submitted by the Chancellor and College Presidents**

Priority: Educational Excellence Throughout the System  
Goal: 3. Recruit, retain and invest in excellent faculty and staff

---

The Chancellor and each State College President have submitted salary recommendations for the 2012-2013 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2012-2013.

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Accept the 2012-2013 Salary Recommendations as Submitted by the Chancellor and College Presidents**

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The Chancellor and each State College President have submitted salary recommendations for the 2012-2013 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2012-2013.



**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>Faculty -- State Supported Positions</b>											
Anderson, Timothy E	Professor	1.00	87,177.00	872.00	0.00	0.00	0.00	0.00	88,049.00	1.00%	
Bahr, Katherine E	Professor	1.00	66,934.00	669.00	0.00	0.00	0.00	0.00	67,603.00	1.00%	
Bird, Richard J	Professor	1.00	74,943.00	749.00	0.00	0.00	0.00	0.00	75,692.00	1.00%	
Blundell, E Patricia	Professor	1.00	69,338.00	693.00	0.00	0.00	0.00	0.00	70,031.00	1.00%	
Bogner, Michael P	Professor	1.00	67,256.00	673.00	0.00	0.00	0.00	0.00	67,929.00	1.00%	
Butterfield, Charles H	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Donahue, Timothy D	Professor	1.00	66,451.00	665.00	0.00	0.00	0.00	0.00	67,116.00	1.00%	
Evertson, Matthew Q	Professor	1.00	65,054.00	651.00	0.00	0.00	0.00	0.00	65,705.00	1.00%	
Gaudet, Laura B	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Griffith, George	Professor	1.00	91,477.00	915.00	0.00	0.00	0.00	0.00	92,392.00	1.00%	
Hardy, Joyce	Professor	1.00	105,495.00	1,055.00	0.00	0.00	0.00	0.00	106,550.00	1.00%	
Haugland, Jerry	Professor	1.00	67,856.00	679.00	0.00	0.00	0.00	0.00	68,535.00	1.00%	
Keith, Tim J	Professor	1.00	68,757.00	688.00	0.00	0.00	0.00	0.00	69,445.00	1.00%	
King, Donald R	Professor	1.00	66,616.00	666.00	0.00	0.00	0.00	0.00	67,282.00	1.00%	
Koza, Richard A	Professor	1.00	76,134.00	761.00	0.00	0.00	0.00	0.00	76,895.00	1.00%	
Leite, Michael B	Professor	1.00	67,261.00	673.00	0.00	0.00	0.00	0.00	67,934.00	1.00%	
Limbach, Barbara	Professor	1.00	74,635.00	746.00	0.00	0.00	0.00	0.00	75,381.00	1.00%	
Madsen, Kim A	Professor/Director Cdc	1.00	70,512.00	705.00	0.00	0.00	0.00	0.00	71,217.00	1.00%	
Mays, Roger W	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
McEwen, Robert F	Professor	1.00	76,383.00	764.00	0.00	0.00	0.00	0.00	77,147.00	1.00%	
Nealeigh, Norma R	Professor	1.00	68,918.00	689.00	0.00	0.00	0.00	0.00	69,607.00	1.00%	
Nobiling, Tracy L	Professor	1.00	74,715.00	747.00	0.00	0.00	0.00	0.00	75,462.00	1.00%	
Petersen, Grace A	Professor	1.00	63,734.00	637.00	0.00	0.00	0.00	0.00	64,371.00	1.00%	
Ritzen, Scott	Professor	1.00	70,930.00	709.00	0.00	0.00	0.00	0.00	71,639.00	1.00%	
Roweton, William	Professor	1.00	84,932.00	849.00	0.00	0.00	0.00	0.00	85,781.00	1.00%	
Schaefer, George W	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Schreuder, Joel T	Professor	1.00	55,076.00	551.00	0.00	3,000.00	5,426.00	0.00	64,053.00	16.30%	
Stack, Robert V	Professor	1.00	77,703.00	777.00	0.00	0.00	0.00	0.00	78,480.00	1.00%	
Tucker, Thomas Deane	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Watt, Don E	Professor/Athletic Trainer	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Waugh, Wendy	Professor	1.00	71,232.00	712.00	0.00	0.00	0.00	0.00	71,944.00	1.00%	
Wright, James A	Professor	1.00	82,505.00	825.00	0.00	0.00	0.00	0.00	83,330.00	1.00%	
Younglove, Georgia A	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
<b>Sub-Total Professors</b>		<b>33.00</b>	<b>2,369,411.00</b>	<b>23,691.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>5,426.00</b>	<b>0.00</b>	<b>2,401,528.00</b>		
Bentz, Laura A	Associate Professor	1.00	54,490.00	545.00	0.00	0.00	0.00	0.00	55,035.00	1.00%	
Bruehlman, August	Associate Professor	1.00	69,809.00	698.00	0.00	0.00	0.00	0.00	70,507.00	1.00%	
Buchmann, Ann M	Associate Professor	1.00	53,461.00	535.00	0.00	0.00	0.00	0.00	53,996.00	1.00%	
Carnot, Mary Jo	Associate Professor	1.00	55,014.00	550.00	0.00	0.00	0.00	0.00	55,564.00	1.00%	
Cary, Philip G	Associate Professor	1.00	67,698.00	677.00	0.00	0.00	0.00	0.00	68,375.00	1.00%	
Donahue, Mary	Associate Professor	1.00	58,788.00	588.00	0.00	0.00	0.00	0.00	59,376.00	1.00%	
Enos, Karen	Associate Professor	1.00	57,740.00	577.00	0.00	0.00	0.00	0.00	58,317.00	1.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Hoem, Bruce	Associate Professor	1.00	54,490.00	545.00	0.00	0.00	0.00	0.00	55,035.00	1.00%	
Hunn, Lorie	Associate Professor	1.00	56,968.00	570.00	0.00	0.00	0.00	0.00	57,538.00	1.00%	
Kirsch, Kathleen C	Associate Professor	1.00	55,076.00	551.00	0.00	0.00	0.00	0.00	55,627.00	1.00%	
Koehn, James	Associate Professor	1.00	66,454.00	665.00	0.00	0.00	0.00	0.00	67,119.00	1.00%	
Leesch Bogner, Lisette D	Associate Professor	1.00	61,614.00	616.00	0.00	0.00	0.00	0.00	62,230.00	1.00%	
Margetts, James	Associate Professor	1.00	57,740.00	577.00	0.00	0.00	0.00	0.00	58,317.00	1.00%	
Miller, Brandon L	Associate Professor	1.00	53,461.00	535.00	0.00	0.00	0.00	0.00	53,996.00	1.00%	
Moody, Yvonne M	Associate Professor	1.00	76,381.00	764.00	0.00	0.00	0.00	0.00	77,145.00	1.00%	
Rahman, Shafiqur	Associate Professor	1.00	59,059.00	591.00	0.00	0.00	0.00	0.00	59,650.00	1.00%	
Schaeffer, Susan	Associate Professor	1.00	54,547.00	545.00	0.00	0.00	0.00	0.00	55,092.00	1.00%	
Stephens, Michael	Associate Professor	1.00	49,151.00	492.00	0.00	3,000.00	820.00	0.00	53,463.00	8.77%	
Taylor, Una D	Associate Professor	1.00	53,197.00	532.00	0.00	0.00	0.00	0.00	53,729.00	1.00%	
Varpness, Zachary	Associate Professor	1.00	48,421.00	484.00	0.00	3,000.00	1,558.00	0.00	53,463.00	10.41%	
Wada, James	Associate Professor	1.00	46,723.00	467.00	0.00	3,000.00	3,273.00	0.00	53,463.00	14.43%	
Waldo, Jamie	Associate Professor	1.00	65,530.00	655.00	0.00	0.00	0.00	0.00	66,185.00	1.00%	
Wentworth, Beth	Associate Professor	1.00	54,767.00	548.00	0.00	0.00	0.00	0.00	55,315.00	1.00%	
Wilburn, Brad	Associate Professor	1.00	54,490.00	545.00	0.00	0.00	0.00	0.00	55,035.00	1.00%	
<b>Sub-Total Associate Professors</b>		<b>24.00</b>	<b>1,385,069.00</b>	<b>13,852.00</b>	<b>0.00</b>	<b>9,000.00</b>	<b>5,651.00</b>	<b>0.00</b>	<b>1,413,572.00</b>		
Badura, Victoria R	Assistant Professor	1.00	49,510.00	495.00	0.00	0.00	0.00	0.00	50,005.00	1.00%	
Basnet, Hem C	Assistant Professor	1.00	60,000.00	600.00	0.00	0.00	0.00	0.00	60,600.00	1.00%	
Brammer, Dawn D	Assistant Professor	1.00	46,701.00	467.00	0.00	0.00	0.00	0.00	47,168.00	1.00%	
Brown, Linda	Assistant Professor	1.00	50,500.00	505.00	0.00	0.00	0.00	0.00	51,005.00	1.00%	
Brust, Mathew	Assistant Professor	1.00	46,173.00	462.00	0.00	0.00	0.00	0.00	46,635.00	1.00%	
Cavin, Scott B	Assistant Professor	1.00	53,579.00	536.00	0.00	0.00	0.00	0.00	54,115.00	1.00%	
Ellington, H Elisabeth	Assistant Professor	1.00	47,321.00	473.00	0.00	0.00	0.00	0.00	47,794.00	1.00%	
Fickel, Twila	Assistant Professor	1.00	56,254.00	563.00	0.00	0.00	0.00	0.00	56,817.00	1.00%	
French, Shaunda M	Assistant Professor	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Frink, Teresa	Assistant Professor	1.00	46,700.00	467.00	0.00	0.00	0.00	0.00	47,167.00	1.00%	
Hoffman, William	Assistant Professor	1.00	40,657.00	407.00	0.00	3,000.00	1,756.00	0.00	45,820.00	12.70%	
Jamison, Todd E	Assistant Professor	1.00	35,966.00	360.00	0.00	3,000.00	6,494.00	0.00	45,820.00	27.40%	
Jamison, Wendy	Assistant Professor	1.00	51,757.00	518.00	0.00	0.00	0.00	0.00	52,275.00	1.00%	
Kendrick, Roger	Assistant Professor	1.00	54,213.00	542.00	0.00	0.00	0.00	0.00	54,755.00	1.00%	
Knight, Robert	Assistant Professor	1.00	48,387.00	484.00	0.00	0.00	0.00	0.00	48,871.00	1.00%	
McCallum, Henry	Assistant Professor	1.00	54,621.00	546.00	0.00	0.00	0.00	0.00	55,167.00	1.00%	
Nesheim, David A	Assistant Professor	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00	1.00%	
VACANT	Assistant Professor	1.00	53,486.00	0.00	0.00	0.00	0.00	0.00	53,486.00	0.00%	
VACANT	Assistant Professor	1.00	42,801.00	0.00	0.00	0.00	0.00	0.00	42,801.00	0.00%	
VACANT	Assistant Professor	1.00	47,920.00	0.00	0.00	0.00	0.00	0.00	47,920.00	0.00%	
VACANT	Assistant Professor	1.00	55,000.00	0.00	0.00	0.00	0.00	0.00	55,000.00	0.00%	
VACANT	Assistant Professor	1.00	63,346.00	0.00	0.00	0.00	0.00	0.00	63,346.00	0.00%	
Poole, Loren D	Assistant Professor	1.00	59,000.00	590.00	0.00	0.00	0.00	0.00	59,590.00	1.00%	
Ritzen, Donna R	Assistant Professor	1.00	50,211.00	502.00	0.00	0.00	0.00	0.00	50,713.00	1.00%	
Sealey, Jesse V	Assistant Professor	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00	1.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Smith, Thomas E	Assistant Professor	1.00	50,000.00	500.00	0.00	0.00	0.00	0.00	50,500.00	1.00%	
Vogl, Michael	Assistant Professor	1.00	47,631.00	476.00	0.00	0.00	0.00	0.00	48,107.00	1.00%	
Woods, Kathleen E	Assistant Professor	1.00	50,419.00	504.00	0.00	0.00	0.00	0.00	50,923.00	1.00%	
<b>Sub-Total Assistant Professors</b>		<b>28.00</b>	<b>1,405,153.00</b>	<b>11,427.00</b>	<b>0.00</b>	<b>6,000.00</b>	<b>8,250.00</b>	<b>0.00</b>	<b>1,430,830.00</b>		
Carey, Charles O	Instructor	1.00	39,395.00	394.00	0.00	0.00	0.00	0.00	39,789.00	1.00%	
Kennedy, Michael	Instructor	1.00	46,812.00	468.00	0.00	0.00	0.00	0.00	47,280.00	1.00%	
Moeller, Janet M	Instructor	1.00	48,320.00	483.00	0.00	0.00	0.00	0.00	48,803.00	1.00%	
VACANT	Instructor	1.00	36,000.00	0.00	0.00	0.00	0.00	0.00	36,000.00	0.00%	
<b>Sub-Total Instructors</b>		<b>4.00</b>	<b>170,527.00</b>	<b>1,345.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>171,872.00</b>		
<b>TOTAL FACULTY</b>		<b>89.00</b>	<b>5,330,160.00</b>	<b>50,315.00</b>	<b>0.00</b>	<b>18,000.00</b>	<b>19,327.00</b>	<b>0.00</b>	<b>5,417,802.00</b>		

## NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b><u>NSCPA Professional Staff -- State Supported Positions</u></b>											
Andrews, Derek	Admissions Representative	1.00	39,781.00	398.00	0.00	0.00	0.00	0.00	40,179.00	1.00%	
Binkard, Daniel	Digital Graphic Designer	1.00	35,705.00	357.00	0.00	0.00	0.00	0.00	36,062.00	1.00%	
Brown II, Dolyn D	IT Analyst	1.00	55,000.00	550.00	0.00	0.00	0.00	0.00	55,550.00	1.00%	
Cassiday, Jerry D	Licensed Student Counselor	0.75	35,973.00	360.00	0.00	0.00	0.00	0.00	36,333.00	1.00%	
Collins, Joby D	IT Analyst	1.00	52,817.00	528.00	0.00	0.00	6,655.00	0.00	60,000.00	13.60%	P1
Crofutt, Heather	Academic Advisor	1.00	35,784.00	358.00	0.00	0.00	0.00	0.00	36,142.00	1.00%	
Crofutt, Keith	IT Analyst	1.00	46,810.00	468.00	1,000.00	0.00	6,722.00	0.00	55,000.00	17.50%	P1
Dockweiler, Ann J	Nurse	0.83	39,875.00	399.00	0.00	0.00	0.00	0.00	40,274.00	1.00%	
Fullerton, Christine	Librarian-Public Services	1.00	43,885.00	439.00	0.00	0.00	0.00	0.00	44,324.00	1.00%	
Gamble, Bradley G	Assistant Coach	0.83	27,000.00	270.00	0.00	0.00	0.00	0.00	27,270.00	1.00%	
Gaswick, Kari J	Accountant	1.00	33,500.00	335.00	0.00	0.00	0.00	0.00	33,835.00	1.00%	
Gimeson, Merle	Publications Specialist	1.00	50,367.00	504.00	0.00	0.00	0.00	0.00	50,871.00	1.00%	
Gonzalez, Frances	Tutorial Services Counselor	0.54	24,806.00	248.00	0.00	0.00	0.00	0.00	25,054.00	1.00%	
Green, Christopher A	Physical Activity Center Coordinator	1.00	38,365.00	384.00	0.00	0.00	0.00	0.00	38,749.00	1.00%	
Gruen, Carla M	Librarian-Public Services	1.00	44,950.00	450.00	0.00	0.00	0.00	0.00	45,400.00	1.00%	
Gutierrez, Trina K	Admissions Representative	1.00	39,648.00	396.00	0.00	0.00	0.00	0.00	40,044.00	1.00%	
Haag, Justin J	Marketing Coordinator	1.00	50,903.00	509.00	0.00	0.00	0.00	0.00	51,412.00	1.00%	
Haynes, Teresa L	Academic Advisor	1.00	38,734.00	387.00	0.00	0.00	0.00	0.00	39,121.00	1.00%	
Helmbrecht, Alex	Director-Sports Information	1.00	33,757.00	338.00	0.00	0.00	0.00	0.00	34,095.00	1.00%	
Hencey, Danielle M	Academic Advisor	1.00	35,784.00	358.00	0.00	0.00	0.00	0.00	36,142.00	1.00%	
Huckfeldt, Bruce W	Print Shop Supervisor	1.00	44,965.00	450.00	0.00	0.00	0.00	0.00	45,415.00	1.00%	
Hulquist, Seth	Admissions Representative	1.00	32,663.00	327.00	0.00	0.00	0.00	0.00	32,990.00	1.00%	
Jersild, Craig R	Assistant Coach	0.83	29,407.00	294.00	0.00	0.00	0.00	0.00	29,701.00	1.00%	
Johnson, Roberta J	Extended Campus Program Coordinator	1.00	45,294.00	453.00	0.00	0.00	0.00	0.00	45,747.00	1.00%	
Kintz, Kayla R	IT Technician	1.00	33,373.00	334.00	0.00	0.00	1,493.00	0.00	35,200.00	5.47%	P1
Kuhnel, Kristal S	Director-Graduate Studies Program	1.00	43,955.00	440.00	0.00	0.00	0.00	0.00	44,395.00	1.00%	
Langford, Annette	Distance Learning Coordinator	1.00	36,358.00	364.00	0.00	0.00	0.00	0.00	36,722.00	1.00%	
Larson, Jeff L	Football Defensive Coordinator	1.00	42,314.00	423.00	0.00	0.00	0.00	0.00	42,737.00	1.00%	
Lemmon, Terri A	Accountant	1.00	32,500.00	325.00	0.00	0.00	0.00	0.00	32,825.00	1.00%	
Leonard, Pamela	Assistant Director-Child Development Cen	0.75	19,757.00	198.00	0.00	0.00	0.00	0.00	19,955.00	1.00%	
Linegar, Malinda	IT Specialist	1.00	37,803.00	378.00	0.00	0.00	5,819.00	0.00	44,000.00	16.39%	P1
Mack, Jill E	Director-Health Professions Program	1.00	29,453.00	295.00	0.00	0.00	13,705.00	0.00	43,453.00	47.53%	P1
Miskimins, Melissa F	Compliance Coordinator	1.00	39,144.00	391.00	0.00	0.00	0.00	0.00	39,535.00	1.00%	
Neugebauer, Ronda D	Director-Transitional Studies Program	1.00	45,446.00	454.00	0.00	0.00	0.00	0.00	45,900.00	1.00%	
Newberg, Pamela J	Head of Technical Services	1.00	51,510.00	515.00	0.00	0.00	0.00	0.00	52,025.00	1.00%	
VACANT	Cooperative Education Coordinator	1.00	47,378.00	0.00	0.00	0.00	0.00	0.00	47,378.00	0.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
VACANT	Accompanist	1.00	31,014.00	0.00	0.00	0.00	0.00	0.00	31,014.00	0.00%	
VACANT	Head of Public Services	1.00	57,065.00	0.00	0.00	0.00	0.00	0.00	57,065.00	0.00%	
VACANT	Academic Technology Technician	1.00	30,300.00	0.00	0.00	0.00	0.00	0.00	30,300.00	0.00%	
VACANT	Int'l Education Program Coordinator	1.00	40,400.00	0.00	0.00	0.00	0.00	0.00	40,400.00	0.00%	
VACANT	Asst Director Teaching & Learning Center	1.00	77,000.00	0.00	0.00	0.00	0.00	0.00	77,000.00	0.00%	
VACANT	Project Coordinator	1.00	28,340.00	0.00	0.00	0.00	0.00	0.00	28,340.00	0.00%	
VACANT	Teacher	1.00	24,065.00	0.00	0.00	0.00	0.00	0.00	24,065.00	0.00%	
VACANT	IT Specialist	1.00	44,000.00	0.00	0.00	0.00	0.00	0.00	44,000.00	0.00%	
Pajeda, Kristina M	Admissions Representative	1.00	29,229.00	292.00	0.00	0.00	0.00	0.00	29,521.00	1.00%	
Patterson, Jereme	Telecommunications Specialist	1.00	42,608.00	426.00	0.00	0.00	0.00	0.00	43,034.00	1.00%	
Peters, Katherine A	Academic Support Center Coordinator	1.00	42,500.00	425.00	0.00	0.00	0.00	0.00	42,925.00	1.00%	
Polak, Sarah	Director-Museum	1.00	57,878.00	579.00	0.00	0.00	0.00	0.00	58,457.00	1.00%	
Pourier, Sheila	Financial Aid Counselor	1.00	32,070.00	321.00	0.00	0.00	0.00	0.00	32,391.00	1.00%	
Rickenbach, Michele	Assistant Registrar	1.00	37,685.00	377.00	0.00	0.00	0.00	0.00	38,062.00	1.00%	
Roberts, Eric W	IT Specialist	1.00	34,915.00	349.00	0.00	0.00	8,736.00	0.00	44,000.00	26.02%	P1
Rolfsmeier, Steven B	Director-Museum	0.92	54,166.00	542.00	0.00	0.00	0.00	0.00	54,708.00	1.00%	
Rutt, Aaron	Manager-Payroll	1.00	35,591.00	356.00	0.00	0.00	0.00	0.00	35,947.00	1.00%	
Schmid, Andrew	IT Specialist	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Scoggan, Alisha L	Financial Aid Counselor	1.00	29,000.00	290.00	0.00	0.00	0.00	0.00	29,290.00	1.00%	
Serres, Bryant J	Distance Learning Coordinator	1.00	36,000.00	360.00	0.00	0.00	0.00	0.00	36,360.00	1.00%	
Singpiel, Christopher M	Coordinator of Admissions Services	1.00	31,000.00	310.00	0.00	0.00	0.00	0.00	31,310.00	1.00%	
Smith, Debra A	Coordinator of Admissions Services	1.00	35,208.00	352.00	0.00	0.00	0.00	0.00	35,560.00	1.00%	
Stein, Christopher	Football Offensive Coordinator	1.00	42,314.00	423.00	0.00	0.00	0.00	0.00	42,737.00	1.00%	
Stephen, Mark S	IT Specialist	1.00	52,250.00	523.00	0.00	0.00	0.00	0.00	52,773.00	1.00%	
Summers, Molly R	Financial Aid Counselor	1.00	29,000.00	290.00	0.00	0.00	0.00	0.00	29,290.00	1.00%	
Wellnitz, Eric	IT Technician	1.00	34,000.00	340.00	0.00	0.00	860.00	0.00	35,200.00	3.53%	P1
White, Lisa	Coordinator of Admissions Services	1.00	28,933.00	289.00	0.00	0.00	0.00	0.00	29,222.00	1.00%	
Williamson, Dale E	Registrar	1.00	75,847.00	758.00	0.00	0.00	0.00	0.00	76,605.00	1.00%	
Wright, Ottley	Academic Advisor	1.00	46,001.00	460.00	0.00	0.00	0.00	0.00	46,461.00	1.00%	
Zeller, Lawayne	Certification Officer	1.00	39,000.00	390.00	0.00	0.00	0.00	0.00	39,390.00	1.00%	
<b>TOTAL</b>		<b>64.45</b>	<b>2,637,143.00</b>	<b>22,579.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>43,990.00</b>	<b>0.00</b>	<b>2,704,712.00</b>		
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>											
Baily, Janel B	Assistant Director-Residence Life	1.00	23,660.00	237.00	0.00	0.00	0.00	0.00	23,897.00	1.00%	
Grant, Billie K	Assistant Director-Residence Life	1.00	23,897.00	239.00	0.00	0.00	0.00	0.00	24,136.00	1.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Pritchett, Bryant A	Assistant Director-Residence Life	1.00	23,897.00	239.00	0.00	0.00	0.00	0.00	24,136.00	1.00%	
Sanders, Ricci L	Assistant Director-Residence Life	1.00	23,897.00	239.00	0.00	0.00	0.00	0.00	24,136.00	1.00%	
Sinn, Laure C	Student Activities Coordinator	1.00	49,597.00	496.00	0.00	0.00	0.00	0.00	50,093.00	1.00%	
<b>TOTAL</b>		<b>5.00</b>	<b>144,948.00</b>	<b>1,450.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>146,398.00</b>		
<b><u>Professional Staff (Non-Union) -- State Supported Positions</u></b>											
Baily, Ryan J	Head Track & Field Coach	0.83	43,957.00	440.00	0.00	0.00	0.00	0.00	44,397.00	1.00%	
Bargen, Brent	Head Mens Basketball Coach	1.00	53,733.00	537.00	0.00	0.00	0.00	0.00	54,270.00	1.00%	
Bargen, Leslie	Development Officer	1.00	40,463.00	405.00	0.00	0.00	0.00	0.00	40,868.00	1.00%	
Bayne, Deann	Director Extended Campus Sites	1.00	48,183.00	482.00	0.00	0.00	0.00	0.00	48,665.00	1.00%	
Brennan, Blair	Coordinator Physical Facilites	1.00	51,830.00	518.00	0.00	0.00	0.00	0.00	52,348.00	1.00%	
Burk, Ann M	Chief Information Officer	1.00	87,900.00	879.00	0.00	0.00	0.00	0.00	88,779.00	1.00%	
Carey, Tamsyn	Project Director	1.00	48,000.00	480.00	0.00	0.00	0.00	0.00	48,480.00	1.00%	
Connealy, Theresa A	Head Golf Coach	0.15	7,272.00	73.00	0.00	0.00	0.00	0.00	7,345.00	1.00%	P3
Connealy, Timothy P	Head Womens Basketball Coach	1.00	49,282.00	493.00	0.00	0.00	0.00	0.00	49,775.00	1.00%	
Cook, Tena	Director Of Admissions	1.00	50,215.00	502.00	0.00	0.00	5,000.00	0.00	55,717.00	10.96%	P1
Crouse, Margaret R	Dean Educ Hum Perf Coun Psyc & Soc Wrk	1.00	106,763.00	1,068.00	0.00	0.00	0.00	0.00	107,831.00	1.00%	
Dawson, Theresa	Asst VP Enrollment Mngt & Inst Research	1.00	81,449.00	814.00	0.00	0.00	0.00	0.00	82,263.00	1.00%	
Douglas, Sherry	Interim Exec Director Student Services	1.00	71,000.00	710.00	0.00	0.00	0.00	0.00	71,710.00	1.00%	
Goodman, Julie M	Comptroller	1.00	54,881.00	549.00	0.00	0.00	0.00	0.00	55,430.00	1.00%	
Grant, Dale E	Vice President Administration & Finance	1.00	110,036.00	1,100.00	0.00	0.00	0.00	0.00	111,136.00	1.00%	
Hartman, Shawn	Assistant Director Public Services	1.00	57,547.00	575.00	0.00	0.00	0.00	0.00	58,122.00	1.00%	
Hughes, Melany K	Budget Director	1.00	47,470.00	475.00	0.00	0.00	0.00	0.00	47,945.00	1.00%	
Hyer, Joel R	Dean Bus Entr App & Math Sci & Sciences	1.00	94,000.00	940.00	0.00	0.00	0.00	0.00	94,940.00	1.00%	
Kennell, Deena	Director Internships & Career Services	1.00	55,861.00	559.00	0.00	0.00	0.00	0.00	56,420.00	1.00%	
Ledbetter, Elizabeth	Assistant to VP Academic Affairs	1.00	45,300.00	453.00	0.00	0.00	0.00	0.00	45,753.00	1.00%	
Long, Jay B	Head Football Coach	0.92	77,500.00	775.00	0.00	0.00	0.00	0.00	78,275.00	1.00%	
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.65	25,787.00	258.00	0.00	0.00	0.00	0.00	26,045.00	1.00%	
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.27	11,051.00	111.00	0.00	0.00	0.00	0.00	11,162.00	1.00%	
Marquis, Natasha E	Head Volleyball Coach	0.83	40,400.00	404.00	0.00	0.00	0.00	0.00	40,804.00	1.00%	
Marshall, Conrad K	Information Services Officer	0.33	24,829.00	248.00	0.00	0.00	0.00	0.00	25,077.00	1.00%	P3
Mitchell, Melissa A	Director of Records	0.15	7,000.00	70.00	0.00	0.00	0.00	0.00	7,070.00	1.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Mitchell, Melissa A	Director of Records	0.85	45,450.00	455.00	0.00	0.00	0.00	0.00	45,905.00	1.00%	
VACANT	Head Softball Coach	0.43	3,000.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00%	P3
VACANT	Assistant Game Management	0.40	16,230.00	0.00	0.00	0.00	0.00	0.00	16,230.00	0.00%	P3
VACANT	Vice Pres Enrollment Mngt & Student Svcs	1.00	53,543.00	0.00	0.00	0.00	0.00	0.00	53,543.00	0.00%	
VACANT	Dean Liberal Arts	1.00	96,158.00	0.00	0.00	0.00	0.00	0.00	96,158.00	0.00%	
Pope, Karen K	Director of Development & Alumni	1.00	48,913.00	489.00	0.00	0.00	0.00	0.00	49,402.00	1.00%	
Prestwich, Aaron M	Interim Exec Director Student Life	1.00	57,000.00	570.00	0.00	0.00	0.00	0.00	57,570.00	1.00%	
Smith, Bradley R	Athletic Director	1.00	93,718.00	937.00	0.00	0.00	0.00	0.00	94,655.00	1.00%	
Snare, Charles	Vice President Academic Affairs	1.00	110,000.00	1,100.00	0.00	0.00	0.00	0.00	111,100.00	1.00%	
Stetson, Gayle	Human Resources Coordinator	1.00	37,920.00	379.00	0.00	0.00	0.00	0.00	38,299.00	1.00%	
Taylor, Stephen M	Assoc Vice President Market Development	1.00	95,280.00	953.00	0.00	0.00	0.00	0.00	96,233.00	1.00%	
Vogt, Kara L	Director Of Human Resources	1.00	71,311.00	713.00	0.00	0.00	0.00	0.00	72,024.00	1.00%	
Wolf, Milton	Director Library & Learning Services	1.00	80,206.00	802.00	0.00	0.00	0.00	0.00	81,008.00	1.00%	
<b>TOTAL</b>		<b>33.81</b>	<b>2,200,438.00</b>	<b>20,316.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5,000.00</b>	<b>0.00</b>	<b>2,225,754.00</b>		
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</b>											
Burrows, Darren J	Resident Hall Coordinator	0.70	9,000.00	0.00	0.00	0.00	0.00	0.00	9,000.00	0.00%	P3
Fosher, Tamara L	Manager of Residence Life Programs	1.00	36,360.00	364.00	0.00	0.00	0.00	0.00	36,724.00	1.00%	
Johns, Shellie	Coordinator of Conferences	1.00	41,146.00	411.00	0.00	0.00	0.00	0.00	41,557.00	1.00%	
Simons, Sheryl J	Director Of Housing & Residence Life	1.00	59,315.00	593.00	0.00	0.00	0.00	0.00	59,908.00	1.00%	
<b>TOTAL</b>		<b>3.70</b>	<b>145,821.00</b>	<b>1,368.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>147,189.00</b>		
<b>TOTAL PROFESSIONAL</b>		<b>106.96</b>	<b>5,128,350.00</b>	<b>45,713.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>48,990.00</b>	<b>0.00</b>	<b>5,224,053.00</b>		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b><u>NAPE/Support Staff -- State Supported Positions</u></b>											
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,679.00	227.00	0.00	0.00	0.00	0.00	22,906.00	1.00%	S3
Baumann, M Todd	Office Assistant II	1.00	24,954.00	250.00	0.00	0.00	0.00	0.00	25,204.00	1.00%	
Blonien, Sharla	Office Assistant II	1.00	24,454.00	245.00	0.00	0.00	0.00	0.00	24,699.00	1.00%	
Bradley, Kimberly A	Accounting Clerk II	1.00	24,404.00	244.00	0.00	0.00	0.00	0.00	24,648.00	1.00%	
Brown, Brenda	Office Assistant I	1.00	20,916.00	209.00	0.00	0.00	0.00	0.00	21,125.00	1.00%	
Buchanan Jr, Thomas P	Custodian	1.00	18,362.00	184.00	0.00	0.00	1,356.00	0.00	19,902.00	8.39%	S2
Butler, Gregory	Maintenance Repair Worker IV	0.60	29,020.00	290.00	0.00	0.00	0.00	0.00	29,310.00	1.00%	S3
Callahan, Pamela L	Accounting Clerk II	1.00	28,190.00	282.00	0.00	2,035.00	0.00	0.00	30,507.00	8.22%	
Camerlinck, Angela	Office Assistant II	1.00	24,333.00	243.00	0.00	0.00	0.00	0.00	24,576.00	1.00%	
Coates, Amy L	Custodian	1.00	24,270.00	243.00	0.00	0.00	1,049.00	0.00	25,562.00	5.32%	S2
Conway, Craig E	Publications Technician	1.00	30,774.00	308.00	0.00	0.00	0.00	0.00	31,082.00	1.00%	
Crawford, Jarid	Security Officer II	1.00	24,492.00	245.00	0.00	0.00	0.00	0.00	24,737.00	1.00%	
Cummings, Kristol	Office Assistant I	0.75	14,914.00	149.00	0.00	782.00	0.00	0.00	15,845.00	6.24%	
Doescher, Randy	Maintenance Repair Worker III	0.50	13,427.00	134.00	0.00	0.00	0.00	0.00	13,561.00	1.00%	S3
Downs, Joanne	Office Assistant I	0.83	19,522.00	195.00	0.00	0.00	0.00	0.00	19,717.00	1.00%	
Eleson, Bonnie	Custodian	1.00	28,978.00	290.00	0.00	0.00	1,954.00	0.00	31,222.00	7.74%	S2
Emerson, Sherrie B	Computer Operator	1.00	24,388.00	244.00	0.00	1,608.00	0.00	0.00	26,240.00	7.59%	
Enos, Bryan	Maintenance Repair Worker I	1.00	22,762.00	228.00	0.00	0.00	0.00	0.00	22,990.00	1.00%	
Foral, Robyn G	Academic Credentials Technician	1.00	31,540.00	315.00	0.00	0.00	0.00	0.00	31,855.00	1.00%	
Frandsen, Connie	Office Assistant II	1.00	25,239.00	252.00	0.00	1,986.00	0.00	0.00	27,477.00	8.87%	
Frederick, Terry D	Maintenance Repair Worker I	1.00	19,704.00	197.00	0.00	0.00	0.00	0.00	19,901.00	1.00%	
Fry, Jeremy J	Maintenance Repair Worker IV	1.00	30,372.00	304.00	0.00	0.00	0.00	0.00	30,676.00	1.00%	
Gilmore, Roberta	Office Assistant I	1.00	19,414.00	194.00	0.00	0.00	0.00	0.00	19,608.00	1.00%	
Hartman, Janet L	Office Assistant II	1.00	30,950.00	310.00	0.00	0.00	0.00	0.00	31,260.00	1.00%	
Hayford, Eric	Custodian	1.00	20,916.00	209.00	0.00	0.00	1,613.00	0.00	22,738.00	8.71%	S2
Huckfeldt, Kimberly	Office Assistant II	1.00	33,954.00	340.00	0.00	0.00	0.00	0.00	34,294.00	1.00%	
James, Casey	Maintenance Repair Worker III	0.50	13,671.00	137.00	0.00	0.00	0.00	0.00	13,808.00	1.00%	S3
Jordan, Joseph R	Custodian	1.00	18,562.00	186.00	0.00	0.00	1,154.00	0.00	19,902.00	7.22%	S2
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	19,875.00	199.00	0.00	1,797.00	0.00	0.00	21,871.00	10.04%	S3
Katen, Sally J	Accounting Clerk III	1.00	35,096.00	351.00	0.00	0.00	0.00	0.00	35,447.00	1.00%	
Kern, Silas Wade	Maintenance Repair Worker IV	1.00	46,026.00	460.00	0.00	1,607.00	0.00	0.00	48,093.00	4.49%	
Krejci, Lynda J	Custodian	1.00	24,203.00	242.00	0.00	0.00	1,117.00	0.00	25,562.00	5.62%	S2
Kuhnel, Lorin	Maintenance Repair Worker II	1.00	33,477.00	335.00	0.00	2,209.00	0.00	0.00	36,021.00	7.60%	
Lafontsee, Craig	Maintenance Repair Worker I	1.00	29,158.00	292.00	0.00	1,772.00	0.00	0.00	31,222.00	7.08%	
Laue, Tim Allan	Maintenance Repair Worker III	0.70	29,673.00	297.00	0.00	0.00	0.00	0.00	29,970.00	1.00%	S3
Malone, Velinda	Custodian	1.00	22,003.00	220.00	0.00	1,533.00	1,806.00	0.00	25,562.00	16.18%	S2



**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Mason, Kathy	Office Assistant III	1.00	39,102.00	391.00	0.00	0.00	0.00	0.00	39,493.00	1.00%	
Mefferd, Sandra K	Custodian	1.00	19,362.00	194.00	0.00	0.00	346.00	0.00	19,902.00	2.79%	S2
Mittleider, Stacie	Office Assistant I	0.75	14,847.00	148.00	0.00	850.00	0.00	0.00	15,845.00	6.72%	
Moore, Jim	Maintenance Repair Worker III	0.50	19,264.00	193.00	0.00	1,353.00	0.00	0.00	20,810.00	8.03%	S3
Mowry, Marianne	Office Assistant II	1.00	24,954.00	250.00	0.00	0.00	0.00	0.00	25,204.00	1.00%	
Mracek, Patricia	Mail Clerk	1.00	23,987.00	240.00	0.00	0.00	0.00	0.00	24,227.00	1.00%	
Myers, Lewis L	Maintenance Repair Worker IV	0.50	19,382.00	194.00	0.00	119.00	0.00	0.00	19,695.00	1.61%	S3
Nemeth, Patti R	Accounting Clerk II	1.00	27,954.00	280.00	0.00	0.00	0.00	0.00	28,234.00	1.00%	
Neuharth, Geraldine M	Office Assistant I	0.75	18,340.00	183.00	0.00	0.00	0.00	0.00	18,523.00	1.00%	
VACANT	Office Assistant II	1.00	21,242.00	0.00	0.00	0.00	0.00	0.00	21,242.00	0.00%	
VACANT	Electrician Master	0.60	19,795.00	0.00	0.00	0.00	0.00	0.00	19,795.00	0.00%	S3
VACANT	Custodial Leader	0.50	11,490.00	0.00	0.00	0.00	0.00	0.00	11,490.00	0.00%	S3
VACANT	Custodian	1.00	19,902.00	0.00	0.00	0.00	0.00	0.00	19,902.00	0.00%	
VACANT	Custodian	1.00	19,902.00	0.00	0.00	0.00	0.00	0.00	19,902.00	0.00%	
VACANT	Office Assistant I	0.50	9,248.00	0.00	0.00	0.00	0.00	0.00	9,248.00	0.00%	
VACANT	Office Assistant I	0.50	9,248.00	0.00	0.00	0.00	0.00	0.00	9,248.00	0.00%	
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	18,869.00	189.00	0.00	0.00	0.00	0.00	19,058.00	1.00%	S3
Roberts, Casey	Electrician	0.60	19,350.00	194.00	0.00	0.00	0.00	0.00	19,544.00	1.00%	S3
Rutter, Judy D	Office Assistant I	0.83	19,522.00	195.00	0.00	0.00	0.00	0.00	19,717.00	1.00%	
Schefcik, Karma	Custodial Leader	0.50	11,163.00	112.00	0.00	1,061.00	784.00	0.00	13,120.00	17.53%	S2, S3
Schrader, Marsha	Office Assistant II	1.00	24,204.00	242.00	0.00	0.00	0.00	0.00	24,446.00	1.00%	
Sparks, Dana M	Medical Assistant	0.75	15,894.00	159.00	0.00	0.00	0.00	0.00	16,053.00	1.00%	
Stumph, Stephanie	Office Assistant II	0.50	11,596.00	116.00	0.00	513.00	0.00	0.00	12,225.00	5.42%	S3
Tausan, Judy	Office Assistant II	1.00	22,242.00	222.00	0.00	0.00	0.00	0.00	22,464.00	1.00%	
Turman, Bridget S	Custodian	1.00	29,675.00	297.00	0.00	0.00	0.00	0.00	29,972.00	1.00%	
Turner, Christa A	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,407.00	0.00	19,902.00	8.68%	S2
Vanvleet, Stefani L	Office Assistant II	1.00	25,239.00	252.00	0.00	1,986.00	0.00	0.00	27,477.00	8.87%	
Wait, Terry L	Custodian	1.00	18,362.00	184.00	0.00	0.00	1,356.00	0.00	19,902.00	8.39%	S2
Walgren, Cynthia S	Accounting Clerk II	1.00	28,240.00	282.00	0.00	1,985.00	0.00	0.00	30,507.00	8.03%	
Weber, Steve L	Maintenance Repair Worker I	1.00	22,762.00	228.00	0.00	0.00	0.00	0.00	22,990.00	1.00%	
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,152.00	132.00	0.00	0.00	0.00	0.00	13,284.00	1.00%	S3
Zillig, Robert	Maintenance Repair Worker II	1.00	29,458.00	295.00	0.00	0.00	0.00	0.00	29,753.00	1.00%	
<b>TOTAL</b>		<b>58.66</b>	<b>1,550,731.00</b>	<b>14,405.00</b>	<b>0.00</b>	<b>23,196.00</b>	<b>13,942.00</b>	<b>0.00</b>	<b>1,602,274.00</b>		
<b><u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u></b>											
Ainslie, Melvin	Custodian	1.00	26,874.00	269.00	0.00	0.00	1,255.00	0.00	28,398.00	5.67%	S2
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,679.00	227.00	0.00	0.00	0.00	0.00	22,906.00	1.00%	S3
Boggs, April L	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,407.00	0.00	19,902.00	8.68%	S2
Butler, Gregory	Maintenance Repair Worker IV	0.40	19,346.00	193.00	0.00	0.00	0.00	0.00	19,539.00	1.00%	S3

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Carnahan, Melody M	Office Assistant II	1.00	30,204.00	302.00	0.00	0.00	0.00	0.00	30,506.00	1.00%	
Doescher, Randy	Maintenance Repair Worker III	0.50	13,427.00	134.00	0.00	0.00	0.00	0.00	13,561.00	1.00%	S3
Franey, Max E	Maintenance Repair Worker II	1.00	29,903.00	299.00	0.00	0.00	0.00	0.00	30,202.00	1.00%	
Fritzler, Kim D	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,407.00	0.00	19,902.00	8.68%	S2
Hansen, Maruta	Custodian	1.00	21,666.00	217.00	0.00	0.00	855.00	0.00	22,738.00	4.95%	S2
Hirose, Mihoko	Custodian	1.00	18,562.00	186.00	0.00	0.00	1,154.00	0.00	19,902.00	7.22%	S2
James, Casey	Maintenance Repair Worker III	0.50	13,671.00	137.00	0.00	0.00	0.00	0.00	13,808.00	1.00%	S3
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	19,875.00	199.00	0.00	1,797.00	0.00	0.00	21,871.00	10.04%	S3
Knaub, Nancy C	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,407.00	0.00	19,902.00	8.68%	S2
Laue, Tim Allan	Maintenance Repair Worker III	0.30	12,719.00	127.00	0.00	0.00	0.00	0.00	12,846.00	1.00%	S3
McGregor, Alec N	Custodian	1.00	18,312.00	0.00	0.00	0.00	1,590.00	0.00	19,902.00	8.68%	S2
McKinnon, Kenneth W	Custodian	1.00	21,166.00	212.00	0.00	0.00	1,360.00	0.00	22,738.00	7.43%	S2
Moore, Jim	Maintenance Repair Worker III	0.50	19,264.00	193.00	0.00	1,354.00	0.00	0.00	20,811.00	8.03%	S3
Myers, Lewis L	Maintenance Repair Worker IV	0.50	19,382.00	194.00	0.00	119.00	0.00	0.00	19,695.00	1.61%	S3
VACANT	Electrician Master	0.40	13,196.00	0.00	0.00	0.00	0.00	0.00	13,196.00	0.00%	S3
VACANT	Custodial Leader	0.50	11,490.00	0.00	0.00	0.00	0.00	0.00	11,490.00	0.00%	S3
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	18,869.00	189.00	0.00	0.00	0.00	0.00	19,058.00	1.00%	S3
Phillips, Kelly A	Office Assistant II	1.00	21,892.00	219.00	0.00	0.00	0.00	0.00	22,111.00	1.00%	
Pourier, Jessica A	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,407.00	0.00	19,902.00	8.68%	S2
Roberts, Casey	Electrician	0.40	12,900.00	129.00	0.00	0.00	0.00	0.00	13,029.00	1.00%	S3
Schefcik, Karma	Custodial Leader	0.50	11,163.00	112.00	0.00	1,061.00	784.00	0.00	13,120.00	17.53%	S2, S3
Walter, Roger	Custodian	1.00	19,535.00	195.00	0.00	1,396.00	1,612.00	0.00	22,738.00	16.40%	S2
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,152.00	132.00	0.00	0.00	0.00	0.00	13,284.00	1.00%	S3
White, Audrey S	Custodian	1.00	29,917.00	299.00	0.00	0.00	1,006.00	0.00	31,222.00	4.36%	S2
Wood, Elaine	Custodian	1.00	28,728.00	287.00	0.00	0.00	2,207.00	0.00	31,222.00	8.68%	S2
<b>TOTAL</b>		<b>21.50</b>	<b>561,140.00</b>	<b>5,183.00</b>	<b>0.00</b>	<b>5,727.00</b>	<b>17,451.00</b>	<b>0.00</b>	<b>589,501.00</b>		
<b><u>Support Staff (Non-Union) -- State Supported Positions</u></b>											
Anderson, Pamela J	Secretary To The President	1.00	45,366.00	454.00	0.00	0.00	0.00	0.00	45,820.00	1.00%	
Cisneros, Alan D	Maintenance Supervisor	0.55	24,401.00	244.00	0.00	0.00	0.00	0.00	24,645.00	1.00%	S3
Mays, Lucinda W	Grounds Supervisor	0.83	34,000.00	340.00	0.00	0.00	0.00	0.00	34,340.00	1.00%	
Mitchell, Kay L	Office Assistant II	1.00	21,192.00	212.00	0.00	0.00	0.00	0.00	21,404.00	1.00%	
Stokey, Katherine	Office Assistant III	1.00	41,553.00	416.00	0.00	0.00	0.00	0.00	41,969.00	1.00%	
<b>TOTAL</b>		<b>4.38</b>	<b>166,512.00</b>	<b>1,666.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>168,178.00</b>		
<b><u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u></b>											
Cisneros, Alan D	Maintenance Supervisor	0.45	19,964.00	200.00	0.00	0.00	0.00	0.00	20,164.00	1.00%	S3
Keiper, Donald	Security Supervisor	0.92	35,000.00	350.00	0.00	0.00	0.00	0.00	35,350.00	1.00%	

**Chadron State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>TOTAL</b>		<b>1.37</b>	<b>54,964.00</b>	<b>550.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>55,514.00</b>		
<b>TOTAL SUPPORT STAFF</b>		<b>85.91</b>	<b>2,333,347.00</b>	<b>21,804.00</b>	<b>0.00</b>	<b>28,923.00</b>	<b>31,393.00</b>	<b>0.00</b>	<b>2,415,467.00</b>		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

Chadron State College

Employee Name	Rank or Position Title	FTE	2011-2012 Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2012-2013 Total Annual	% Increase	NOTES
<b><u>NSCPA Professional Staff-- Non-State Supported Positions (Federal/Restricted)</u></b>											
Dressel, Sonja	Licensed Student Counselor	0.83	36,837.00	368.37					37,205.00	1.00%	
Gonzalez, Francel	Tutorial Services Coordinator	0.29	21,130.00	211.30					21,341.00	1.00%	
		1.12	57,967.00	579.67	0.00	0.00	0.00	0.00	58,546.00		
<b><u>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u></b>											
Schaer, Jennifer	Interim, Project Director, SSS	1.00	43,500.00	435.00					43,935.00	1.00%	
Smith-Bruehlman, Martha	Project Director, Upward Bound	1.00	49,282.00	492.82					49,775.00	1.00%	
Welch, Cheryl	Test Coordinator/Academic Advisor	0.50	18,705.00	187.05					18,892.00	1.00%	
		2.50	111,487.00	1,114.87	0.00	0.00	0.00	0.00	112,602.00		
<b><u>NAPE Support Staff -- Non-State Supported Positions (Federal/Restricted)</u></b>											
Stumph, Stephanie	Office Assistant II	0.50	11,570.00	115.70					11,686.00	1.00%	
		0.50	11,570.00	115.70	0.00	0.00	0.00	0.00	11,686.00		
<b><u>Support Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u></b>											
Koza, Kristin	Office Assistant II	0.415	8,881.00	88.81					8,970.00	1.00%	
Wittrock, Jennifer	Office Assistant I	0.500	9,978.00	99.78					10,078.00	1.00%	
		0.915	18,859.00	188.59	0.00	0.00	0.00	0.00	19,048.00		
<b><u>NSCPA Professional Staff-- Non-State Supported Positions (Federal/Restricted)</u></b>											
VACANT	Retention Specialist	0.92							30,448.00		
		0.920							30,448.00		
<b><u>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u></b>											
VACANT	Test Coordinator/Academic Advisor - Upward Bound	1.00							35,784.00		
		1.00							35,784.00		
		6.955	199,883.00	1,998.83	0.00	0.00	0.00	0.00	268,114.00		

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>Faculty -- State Supported Positions</b>											
Anderson, Kenneth E	Professor	1.00	77,121.00	771.00	0.00	0.00	0.00	0.00	77,892.00	1.00%	
Asmussen, Kelly J	Professor	1.00	69,176.00	692.00	0.00	0.00	0.00	0.00	69,868.00	1.00%	
Barger, Michael	Professor	1.00	60,074.00	601.00	0.00	3,378.00	0.00	0.00	64,053.00	6.62%	
Beischel, Mark L	Professor	1.00	68,752.00	688.00	0.00	0.00	0.00	0.00	69,440.00	1.00%	
Citrin, Anthony K	Professor	1.00	84,743.00	847.00	0.00	0.00	0.00	0.00	85,590.00	1.00%	
Clemente, William A	Professor	1.00	71,427.00	714.00	0.00	0.00	0.00	0.00	72,141.00	1.00%	
Clopton, Richard E	Professor	1.00	71,940.00	719.00	0.00	0.00	0.00	0.00	72,659.00	1.00%	
Crook, Sara B	Professor	1.00	70,096.00	701.00	0.00	0.00	0.00	0.00	70,797.00	1.00%	
Davis, Searl Spencer	Professor	1.00	85,657.00	857.00	0.00	0.00	0.00	0.00	86,514.00	1.00%	
Ediger, Thomas L	Professor	1.00	87,444.00	874.00	0.00	0.00	0.00	0.00	88,318.00	1.00%	
Grotrian, Judy A	Professor	1.00	65,395.00	654.00	0.00	0.00	0.00	0.00	66,049.00	1.00%	
Hnida, John A	Professor	1.00	65,340.00	653.00	0.00	0.00	0.00	0.00	65,993.00	1.00%	
Holtz, Daniel J	Professor	1.00	76,220.00	762.00	0.00	0.00	0.00	0.00	76,982.00	1.00%	
Long, Daryl C	Professor	1.00	106,351.00	1,064.00	0.00	0.00	0.00	0.00	107,415.00	1.00%	
Nevitt, James R	Professor	1.00	57,027.00	570.00	0.00	6,456.00	0.00	0.00	64,053.00	12.32%	
VACANT	Professor	1.00	71,000.00	0.00	0.00	0.00	0.00	0.00	71,000.00	0.00%	
Waln, Randy L	Professor	1.00	68,578.00	686.00	0.00	0.00	0.00	0.00	69,264.00	1.00%	
Welsh, Dennis W	Professor	1.00	63,716.00	637.00	0.00	3,000.00	0.00	0.00	67,353.00	5.71%	
<b>Sub-Total Professors</b>		<b>18.00</b>	<b>1,320,057.00</b>	<b>12,490.00</b>	<b>0.00</b>	<b>12,834.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,345,381.00</b>		
Gardner, Kelli A	Associate Professor	1.00	49,288.00	493.00	0.00	3,682.00	0.00	0.00	53,463.00	8.47%	
Goebel-Lundholm, Mary C	Associate Professor	1.00	66,269.00	663.00	0.00	0.00	0.00	0.00	66,932.00	1.00%	
Grotrian-Ryan, Sheri	Associate Professor	1.00	49,434.00	494.00	0.00	3,535.00	0.00	0.00	53,463.00	8.15%	
Hinrichs, Paul E	Associate Professor	1.00	65,389.00	654.00	0.00	0.00	0.00	0.00	66,043.00	1.00%	
Hutchison, Christy L	Associate Professor	1.00	62,541.00	625.00	0.00	0.00	0.00	0.00	63,166.00	1.00%	
Kunkel, Margaret E	Associate Professor	1.00	56,178.00	562.00	0.00	0.00	0.00	0.00	56,740.00	1.00%	
Preisman, Kristi A	Associate Professor	1.00	54,517.00	545.00	0.00	0.00	0.00	0.00	55,062.00	1.00%	
Ruskamp, Judith J	Associate Professor	1.00	57,809.00	578.00	0.00	0.00	0.00	0.00	58,387.00	1.00%	
Ryan, Kyle C	Associate Professor	1.00	52,520.00	525.00	0.00	3,000.00	0.00	0.00	56,045.00	6.71%	
Zost, Gregory	Associate Professor	1.00	53,197.00	532.00	0.00	0.00	0.00	0.00	53,729.00	1.00%	
<b>Sub-Total Associate Professors</b>		<b>10.00</b>	<b>567,142.00</b>	<b>5,671.00</b>	<b>0.00</b>	<b>10,217.00</b>	<b>0.00</b>	<b>0.00</b>	<b>583,030.00</b>		
Bittner, Gina L	Assistant Professor	1.00	46,821.00	468.00	0.00	0.00	0.00	0.00	47,289.00	1.00%	
Bliss Fudge, Stacy L	Assistant Professor	1.00	53,000.00	530.00	0.00	0.00	0.00	0.00	53,530.00	1.00%	
Heier, Donald A	Assistant Professor	1.00	58,000.00	0.00	0.00	0.00	0.00	0.00	58,000.00	0.00%	F5
Jackson, Alan W	Assistant Professor	1.00	48,439.00	484.00	0.00	3,000.00	0.00	0.00	51,923.00	7.19%	
Jones-Branch, Julie A	Assistant Professor	1.00	49,490.00	495.00	0.00	0.00	0.00	0.00	49,985.00	1.00%	
Kearney, Mary Elizabeth	Assistant Professor	1.00	50,679.00	507.00	0.00	0.00	0.00	0.00	51,186.00	1.00%	
Meints, Kenneth L	Assistant Professor	1.00	50,633.00	506.00	0.00	0.00	0.00	0.00	51,139.00	1.00%	
Murray, Johann P	Assistant Professor	1.00	50,510.00	505.00	0.00	0.00	0.00	0.00	51,015.00	1.00%	
VACANT	Assistant Professor	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Assistant Professor	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
Sharma, Vijay R	Assistant Professor	1.00	52,000.00	520.00	0.00	0.00	0.00	0.00	52,520.00	1.00%	

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Sinkhorn, Edward Keith	Assistant Professor	1.00	54,006.00	0.00	0.00	0.00	0.00	0.00	54,006.00	0.00%	F7
Trucks-Bordeaux, Tammy S	Assistant Professor	1.00	47,467.00	475.00	0.00	0.00	0.00	0.00	47,942.00	1.00%	F7
Wusk, Evi J	Assistant Professor	1.00	47,000.00	470.00	3,000.00	0.00	0.00	0.00	50,470.00	7.38%	
Zost, Loretta	Assistant Professor	1.00	49,902.00	499.00	0.00	0.00	0.00	0.00	50,401.00	1.00%	
<b>Sub-Total Assistant Professors</b>		<b>15.00</b>	<b>757,947.00</b>	<b>5,459.00</b>	<b>3,000.00</b>	<b>3,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>769,406.00</b>		
Albury, Renetta J	Instructor	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00	1.00%	
Amen, Melissa A	Instructor	1.00	45,450.00	455.00	0.00	0.00	0.00	0.00	45,905.00	1.00%	
Griffin, Kenneth B	Instructor	1.00	58,747.00	587.00	0.00	0.00	0.00	0.00	59,334.00	1.00%	
Knape, Aaron P	Instructor	1.00	53,000.00	530.00	0.00	0.00	0.00	0.00	53,530.00	1.00%	
Nies, Kristi	Instructor	1.00	45,340.00	453.00	0.00	0.00	0.00	0.00	45,793.00	1.00%	
Pemberton, Heather L	Instructor	1.00	53,000.00	0.00	0.00	0.00	0.00	0.00	53,000.00	0.00%	F5
Schottel, Ronicka Sue	Instructor	1.00	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	0.00%	F5
Seay, Darolyn D	Instructor	1.00	43,821.00	438.00	0.00	0.00	0.00	0.00	44,259.00	1.00%	
Young, Joshua E	Instructor	1.00	42,016.00	420.00	0.00	0.00	0.00	0.00	42,436.00	1.00%	
<b>Sub-Total Instructors</b>		<b>9.00</b>	<b>438,374.00</b>	<b>3,373.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>441,747.00</b>		
<b>TOTAL FACULTY</b>		<b>52.00</b>	<b>3,083,520.00</b>	<b>26,993.00</b>	<b>3,000.00</b>	<b>26,051.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,139,564.00</b>		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b><u>NSCPA Professional Staff -- State Supported Positions</u></b>											
Allgood, Chelsea	Student Activities Coordinator	1.00	34,974.00	350.00	0.00	0.00	0.00	0.00	35,324.00	1.00%	
Arnold, Keiyana M	Coordinator of Admissions Services	1.00	32,500.00	325.00	0.00	0.00	0.00	0.00	32,825.00	1.00%	
Bergmeier, Wende S	Coordinator of Admissions Services	1.00	36,340.00	363.00	0.00	0.00	0.00	0.00	36,703.00	1.00%	
Blobaum, Kevin M	Instructional Resources Coordinator	1.00	40,676.00	407.00	0.00	0.00	0.00	0.00	41,083.00	1.00%	
Christiansen, Cori	Distance Learning Coordinator	1.00	34,622.00	346.00	0.00	0.00	0.00	0.00	34,968.00	1.00%	
Christiansen, Heath D	Webmaster	1.00	45,003.00	450.00	0.00	0.00	0.00	0.00	45,453.00	1.00%	
Dunekacke, Jari A	Coordinator of Admissions Services	1.00	36,340.00	363.00	0.00	0.00	0.00	0.00	36,703.00	1.00%	
Fogle, William W	IT Specialist	1.00	34,500.00	345.00	0.00	0.00	9,155.00	0.00	44,000.00	27.54%	P1
Haney, Mickey D	Financial Aid Technical Support Analyst	1.00	45,450.00	455.00	0.00	0.00	0.00	0.00	45,905.00	1.00%	
Harshbarger, Ted L	Associate Athletic Director	0.84	55,146.00	551.00	0.00	0.00	0.00	0.00	55,697.00	1.00%	
Haveman, Debra	Assistant Director-Financial Aid	1.00	34,623.00	346.00	0.00	0.00	0.00	0.00	34,969.00	1.00%	
Holtz, Alice	Cooperative Education Coordinator	0.92	41,018.00	410.00	0.00	0.00	0.00	0.00	41,428.00	1.00%	
Johnson, Rebecca M	Graphic Designer	1.00	42,333.00	423.00	0.00	0.00	0.00	0.00	42,756.00	1.00%	
Jones, Sherry M	Distance Learning Coordinator	1.00	32,000.00	320.00	0.00	0.00	0.00	0.00	32,320.00	1.00%	
Leise, Heather R	Assistant Registrar	1.00	33,128.00	331.00	0.00	0.00	0.00	0.00	33,459.00	1.00%	
Meland, Marie	Tutorial/ADA Services Coordinator	0.84	36,942.00	369.00	0.00	0.00	0.00	0.00	37,311.00	1.00%	
Melvin, Brent	Athletic Trainer	0.84	40,039.00	400.00	0.00	0.00	0.00	0.00	40,439.00	1.00%	
Melvin, Vickie	Athletic Trainer	0.84	34,461.00	345.00	0.00	0.00	0.00	0.00	34,806.00	1.00%	
VACANT	Budget Director	1.00	46,808.00	0.00	0.00	0.00	0.00	0.00	46,808.00	0.00%	
VACANT	IT Specialist	1.00	44,000.00	0.00	0.00	0.00	0.00	0.00	44,000.00	0.00%	P1
VACANT	IT Analyst	1.00	48,800.00	0.00	0.00	0.00	0.00	0.00	48,800.00	0.00%	P1
VACANT	IT Analyst	1.00	48,800.00	0.00	0.00	0.00	0.00	0.00	48,800.00	0.00%	
VACANT	Football Defensive Coordinator	0.92	43,000.00	0.00	0.00	0.00	0.00	0.00	43,000.00	0.00%	
VACANT	Licensed Student Counselor	0.84	41,374.00	0.00	0.00	0.00	0.00	0.00	41,374.00	0.00%	
Parriott, Lisa L	Instructional Resources Coordinator	1.00	38,121.00	381.00	0.00	0.00	0.00	0.00	38,502.00	1.00%	
Slick, Rebecca J	Assistant Registrar	1.00	37,132.00	371.00	1,000.00	0.00	0.00	0.00	38,503.00	3.69%	
Staples, Linda B	Instructional Resources Coordinator	1.00	39,356.00	394.00	0.00	0.00	0.00	0.00	39,750.00	1.00%	
Taylor-Costello, Julie Christine	Director - Inst. for Comm. Engagement	1.00	70,000.00	0.00	0.00	0.00	0.00	0.00	70,000.00	0.00%	P6
Unruh, Susan D	Director-Accounting and Audit Services	1.00	56,724.00	567.00	0.00	0.00	0.00	0.00	57,291.00	1.00%	
Varley, Louis G	Assistant Coach	0.92	34,500.00	345.00	0.00	0.00	0.00	0.00	34,845.00	1.00%	
Williams, Krista K	Assistant Director-Financial Aid	1.00	34,623.00	346.00	0.00	0.00	0.00	0.00	34,969.00	1.00%	

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>TOTAL</b>		<b>29.96</b>	<b>1,273,333.00</b>	<b>9,303.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>9,155.00</b>	<b>0.00</b>	<b>1,292,791.00</b>		
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>											
VACANT	Assistant Director - Residence Life	1.00	29,691.00	0.00	0.00	0.00	0.00	0.00	29,691.00	0.00%	
<b>TOTAL</b>		<b>1.00</b>	<b>29,691.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>29,691.00</b>		
<b><u>Professional Staff (Non-Union) -- State Supported Positions</u></b>											
Albury, Wayne K	Head Baseball Coach	0.92	45,995.00	460.00	0.00	0.00	0.00	0.00	46,455.00	1.00%	
Anson, Regan L	Director of Marketing & Communications	1.00	75,689.00	757.00	0.00	0.00	0.00	0.00	76,446.00	1.00%	
Balogh, Melvin L	Head Volleyball Coach	0.92	44,000.00	440.00	0.00	0.00	0.00	0.00	44,440.00	1.00%	
Batterson, Bruce M	Vice President Administration & Finance	1.00	104,588.00	1,046.00	0.00	0.00	0.00	0.00	105,634.00	1.00%	
Beardslee, Eugene A	Director Of Computer Services	1.00	87,339.00	873.00	0.00	0.00	0.00	0.00	88,212.00	1.00%	
Becker, Roger V	Director of the Library	1.00	71,488.00	715.00	0.00	0.00	0.00	0.00	72,203.00	1.00%	
Cade, Eulanda	Director Of Human Resources	1.00	68,418.00	684.00	0.00	0.00	0.00	0.00	69,102.00	1.00%	
Clifton, Delyn B	Coordinator Of Computer Services	1.00	60,174.00	602.00	0.00	0.00	0.00	0.00	60,776.00	1.00%	
Drew, Todd	VP Academic Affairs	1.00	112,629.00	1,126.00	0.00	0.00	0.00	0.00	113,755.00	1.00%	
Fortney, Patrick	Dean of Arts & Sciences	1.00	81,590.00	816.00	0.00	0.00	0.00	0.00	82,406.00	1.00%	
Galardi, Gregory M	Dean Of Professional Studies	1.00	81,590.00	816.00	0.00	0.00	0.00	0.00	82,406.00	1.00%	
Harrison, Richard G	Director Of Campus Services	1.00	80,000.00	800.00	0.00	0.00	0.00	0.00	80,800.00	1.00%	
Ivy, Maurtice A	Head Women's Basketball Coach	0.92	50,687.00	507.00	0.00	0.00	0.00	0.00	51,194.00	1.00%	
Katen, Troy W	Head Men's Basketball Coach	0.92	51,522.00	515.00	0.00	0.00	0.00	0.00	52,037.00	1.00%	
Kupper, Jodi	Dean of Education	1.00	92,043.00	920.00	0.00	0.00	0.00	0.00	92,963.00	1.00%	
Mathews, Mark T	Head Softball Coach	0.92	47,041.00	470.00	0.00	0.00	0.00	0.00	47,511.00	1.00%	
VACANT	Director - Distance Education	1.00	76,065.00	0.00	0.00	0.00	0.00	0.00	76,065.00	0.00%	
VACANT	Human Resource Coordinator	1.00	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	
VACANT	Director - Admission	1.00	70,000.00	954.00	0.00	0.00	0.00	0.00	70,954.00	1.36%	
Rippe, Patricia	Director Field Exp/Teacher Cert Officer	0.92	60,640.00	606.00	0.00	0.00	0.00	0.00	61,246.00	1.00%	
Schneider, Steve K	Director of Athletics/Head FB Coach	1.00	79,034.00	790.00	0.00	0.00	7,000.00	0.00	86,824.00	9.86%	P1
Seay, Gregory Wayne	Dean of Graduate Programs	1.00	81,590.00	816.00	0.00	0.00	0.00	0.00	82,406.00	1.00%	
Teten, Dixie L	Director of Student Records/College Reg.	1.00	67,177.00	672.00	0.00	0.00	0.00	0.00	67,849.00	1.00%	
Tynon, Katherine A	Director of Business Services	1.00	51,222.00	512.00	0.00	0.00	0.00	0.00	51,734.00	1.00%	
Volker, Janice P	Director Of Financial Aid	1.00	51,444.00	514.00	0.00	0.00	0.00	0.00	51,958.00	1.00%	
Waln, Ursula	Director of Student Assessment & Success	1.00	67,133.00	671.00	0.00	0.00	0.00	0.00	67,804.00	1.00%	
Willis, Michaela L	VP Enrollment Mgmt & Student Affairs	1.00	95,402.00	954.00	0.00	0.00	0.00	0.00	96,356.00	1.00%	



**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>TOTAL</b>		<b>26.52</b>	<b>1,894,500.00</b>	<b>18,036.00</b>	<b>0.00</b>	<b>0.00</b>	<b>7,000.00</b>	<b>0.00</b>	<b>1,919,536.00</b>		
<b><u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u></b>											
Fraser, Karla A	Dean of Student Life	1.00	60,000.00	600.00	0.00	0.00	0.00	0.00	60,600.00	1.00%	
<b>TOTAL</b>		<b>1.00</b>	<b>60,000.00</b>	<b>600.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>60,600.00</b>		
<b>TOTAL PROFESSIONAL</b>		<b>58.48</b>	<b>3,257,524.00</b>	<b>27,939.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>16,155.00</b>	<b>0.00</b>	<b>3,302,618.00</b>		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>NAPE/Support Staff -- State Supported Positions</b>											
Abrahams, Susan K	Library Technician	1.00	23,901.00	239.00	0.00	0.00	0.00	0.00	24,140.00	1.00%	
Allen, Jack G	Maintenance Repair Worker III	1.00	33,756.00	0.00	0.00	0.00	0.00	0.00	33,756.00	0.00%	
Allgood, Angela L A	Office Assistant II	1.00	24,205.00	242.00	0.00	0.00	0.00	0.00	24,447.00	1.00%	
Allgood, Carolyn K	Office Assistant II	1.00	33,944.00	339.00	0.00	0.00	0.00	0.00	34,283.00	1.00%	
Boden, Daniel M	Maintenance Repair Worker III	1.00	29,532.00	295.00	0.00	0.00	0.00	0.00	29,827.00	1.00%	
Breazile, Teresa	Accounting Clerk III	1.00	26,100.00	261.00	0.00	0.00	0.00	0.00	26,361.00	1.00%	
Chandler, Yvonne C	Computer Operator	1.00	36,877.00	369.00	0.00	0.00	0.00	0.00	37,246.00	1.00%	
Cummins, Dana	Custodian	1.00	23,520.00	235.00	0.00	0.00	1,572.00	0.00	25,327.00	7.68%	S2
Davis, Phyllis J	Academic Credentials Technician	1.00	34,896.00	349.00	0.00	0.00	0.00	0.00	35,245.00	1.00%	
Dierking, Phyllis L	Office Assistant II	1.00	22,237.00	222.00	0.00	0.00	0.00	0.00	22,459.00	1.00%	
Edris, Malinda L	Office Assistant III	1.00	39,090.00	391.00	0.00	0.00	0.00	0.00	39,481.00	1.00%	
Ellner, Janice M	Office Assistant III	1.00	39,391.00	394.00	0.00	0.00	0.00	0.00	39,785.00	1.00%	
Eltiste, Hal	Maintenance Repair Worker III	1.00	32,760.00	328.00	0.00	0.00	0.00	0.00	33,088.00	1.00%	
Furnas, Kelly L	Custodian	1.00	26,374.00	264.00	0.00	0.00	1,496.00	0.00	28,134.00	6.67%	S2
Haith, Jeanne M	Accounting Clerk III	1.00	26,550.00	266.00	0.00	0.00	0.00	0.00	26,816.00	1.00%	
Hall, Karla B	Office Assistant II	1.00	23,500.00	235.00	0.00	0.00	0.00	0.00	23,735.00	1.00%	
Hawley, Nancy J	Accounting Clerk III	1.00	39,090.00	391.00	0.00	0.00	0.00	0.00	39,481.00	1.00%	
Haynes, Charles T	Maintenance Repair Worker II	1.00	22,752.00	228.00	0.00	0.00	0.00	0.00	22,980.00	1.00%	
Jones, Barbara S	Office Assistant III	1.00	27,960.00	280.00	0.00	0.00	0.00	0.00	28,240.00	1.00%	
Kamenar, Tereza A	Office Assistant II	1.00	25,242.00	252.00	0.00	0.00	0.00	0.00	25,494.00	1.00%	
Kearney, Connie M	Office Assistant IV	1.00	45,058.00	451.00	0.00	0.00	0.00	0.00	45,509.00	1.00%	
Knight, Cathy J	Custodian	1.00	19,535.00	195.00	0.00	1,396.00	1,417.00	0.00	22,543.00	15.40%	S2
Mangnall, Richard W	Maintenance Repair Worker II	1.00	23,905.00	0.00	0.00	0.00	0.00	0.00	23,905.00	0.00%	
Mann, Carmen B	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,224.00	0.00	19,719.00	7.68%	S2
Martin, Gayle	Computer Operator	1.00	32,436.00	324.00	0.00	0.00	0.00	0.00	32,760.00	1.00%	
McMann, Clifford T	Maintenance Repair Worker III	1.00	29,782.00	298.00	0.00	0.00	0.00	0.00	30,080.00	1.00%	
McMann, Larry J	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,224.00	0.00	19,719.00	7.68%	S2
McQueen, Shawn M	Custodian	1.00	19,362.00	194.00	0.00	0.00	153.00	0.00	19,709.00	1.79%	S2
Meyers, Jeffrey	Maintenance Repair Worker III	1.00	31,166.00	312.00	0.00	0.00	0.00	0.00	31,478.00	1.00%	
Moody, Connie S	Accounting Clerk III	1.00	38,416.00	384.00	0.00	0.00	0.00	0.00	38,800.00	1.00%	
Murphy, Charles J	Maintenance Repair Worker III	1.00	26,504.00	265.00	0.00	0.00	0.00	0.00	26,769.00	1.00%	
VACANT	Office Assistant II	1.00	33,944.00	0.00	0.00	0.00	0.00	0.00	33,944.00	0.00%	
Schultz, Ronald J	Maintenance Repair Worker III	1.00	29,532.00	295.00	0.00	0.00	0.00	0.00	29,827.00	1.00%	
Schwindt, Helen	Office Assistant II	1.00	21,892.00	219.00	0.00	0.00	0.00	0.00	22,111.00	1.00%	
Sommerhalder, Tammy J	Accounting Clerk III	1.00	25,042.00	250.00	0.00	0.00	0.00	0.00	25,292.00	1.00%	

**Peru State College**

<b>Employee Name</b>	<b>Rank or Position Title</b>	<b>FTE</b>	<b>2011-2012 Revised Salary Base</b>	<b>Salary Increase</b>	<b>Degree</b>	<b>Matrix</b>	<b>Other</b>	<b>Special Use</b>	<b>2012-2013 Total Annual</b>	<b>% Incr</b>	<b>Notes</b>
Stanley, Jessica L	Office Assistant II	1.00	21,692.00	217.00	0.00	0.00	0.00	0.00	21,909.00	1.00%	
Strayer, Larue F	Custodian	1.00	19,446.00	194.00	0.00	0.00	68.00	0.00	19,708.00	1.35%	S2
Stutheit, Kurt J	Custodian	1.00	29,587.00	296.00	0.00	0.00	1,043.00	0.00	30,926.00	4.53%	S2
Trail, Brenda K	Office Assistant II	1.00	24,454.00	245.00	0.00	0.00	0.00	0.00	24,699.00	1.00%	
VonBergen, Annette R	Academic Credentials Technician	1.00	24,742.00	247.00	0.00	0.00	0.00	0.00	24,989.00	1.00%	
Winkelhake, Tracey	Accounting Clerk III	1.00	26,550.00	266.00	0.00	0.00	0.00	0.00	26,816.00	1.00%	
<b>TOTAL</b>		<b>41.00</b>	<b>1,151,346.00</b>	<b>10,598.00</b>	<b>0.00</b>	<b>1,396.00</b>	<b>8,197.00</b>	<b>0.00</b>	<b>1,171,537.00</b>		
<b><u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u></b>											
Criger, Georgia M	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,224.00	0.00	19,719.00	7.68%	S2
Heywood, Mark R	Security Officer II	0.75	20,700.00	207.00	0.00	0.00	0.00	0.00	20,907.00	1.00%	
VACANT	Maintenance Repair Worker III	1.00	33,756.00	0.00	0.00	0.00	0.00	0.00	33,756.00	0.00%	
VACANT	Office Assistant II	1.00	33,894.00	0.00	0.00	0.00	0.00	0.00	33,894.00	0.00%	
VACANT	Security Officer II	0.75	20,700.00	0.00	0.00	0.00	0.00	0.00	20,700.00	0.00%	
Reeves, Brett A	Maintenance Repair Worker III	1.00	29,532.00	295.00	0.00	0.00	0.00	0.00	29,827.00	1.00%	
Robertson, Gene L	Security Officer II	1.00	27,600.00	276.00	0.00	0.00	0.00	0.00	27,876.00	1.00%	
Spangler, Antonia	Custodian	1.00	24,217.00	242.00	0.00	0.00	861.00	0.00	25,320.00	4.55%	S2
Welch, Grant D	Custodian	1.00	18,312.00	183.00	0.00	0.00	1,224.00	0.00	19,719.00	7.68%	S2
Whisler, Jackie R	Custodian	1.00	19,396.00	194.00	0.00	0.00	119.00	0.00	19,709.00	1.61%	S2
Williams, Arlin R	Maintenance Repair Worker III	1.00	31,271.00	313.00	0.00	0.00	0.00	0.00	31,584.00	1.00%	
<b>TOTAL</b>		<b>10.50</b>	<b>277,690.00</b>	<b>1,893.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,428.00</b>	<b>0.00</b>	<b>283,011.00</b>		
<b><u>Support Staff (Non-Union) -- State Supported Positions</u></b>											
Moody, Linda K	Secretary To The President	1.00	51,660.00	517.00	0.00	0.00	0.00	0.00	52,177.00	1.00%	
Morris, Debra S	Custodial Supervisor	1.00	36,446.00	364.00	0.00	0.00	0.00	0.00	36,810.00	1.00%	
VACANT	Grounds Supervisor	1.00	38,000.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0.00%	
Reynolds, James G	Maintenance Supervisor	1.00	48,771.00	488.00	0.00	0.00	0.00	0.00	49,259.00	1.00%	
<b>TOTAL</b>		<b>4.00</b>	<b>174,877.00</b>	<b>1,369.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>176,246.00</b>		
<b><u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u></b>											
Reeves, Darrin E	Security Supervisor	1.00	35,000.00	350.00	0.00	0.00	0.00	0.00	35,350.00	1.00%	
<b>TOTAL</b>		<b>1.00</b>	<b>35,000.00</b>	<b>350.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>35,350.00</b>		

**Peru State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>TOTAL SUPPORT STAFF</b>			<b>56.50</b>	<b>1,638,913.00</b>	<b>14,210.00</b>	<b>0.00</b>	<b>1,396.00</b>	<b>11,625.00</b>	<b>0.00</b>	<b>1,666,144.00</b>	

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

Per State College

Employee Name	Rank or Position Title	FTE	2011-2012 Salary Base	Salary Increase	Decrease	Proportion Matr	Other	Special Use	2012-2013 Total Annual	Increase	Notes
<b><u>NSCPA - Non-State Supported Positions Federal Restructured</u></b>											
Clopton, Debra	Research Technician	0.75	30,300.00	303.00	0.00	0.00	0.00	0.00	30,603.00	1.00	
Giles, Mara	Math-Science Skills Specialist	0.84	32,825.00	328.00	0.00	0.00	0.00	0.00	33,153.00	1.00	
Groff, Peggy	Student Intervention Coordinator	<u>0.84</u>	<u>37,077.00</u>	<u>371.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>37,448.00</u>	1.00	
	Total	2.43	100,202.00	1,002.00	0.00	0.00	0.00	0.00	101,204.00		
<b><u>Professional Staff Non-Union - Non-State Supported Positions Federal Restructured</u></b>											
Jones, Vicky	TRIO Program Director	<u>1.00</u>	<u>49,000.00</u>	<u>490.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>49,490.00</u>	1.00	
	Total	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00		
<b><u>NAPE Support Staff - Non-State Supported Positions Federal Restructured</u></b>											
Horn, Elaine	Office Assistant II	<u>0.84</u>	<u>22,436.00</u>	<u>224.00</u>	<u>500.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>23,160.00</u>	3.23	
	Total	0.84	22,436.00	224.00	500.00	0.00	0.00	0.00	23,160.00		

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>Faculty -- State Supported Positions</b>											
Adams, Franklin Delano	Professor	1.00	74,025.00	740.00	0.00	0.00	0.00	0.00	74,765.00	1.00%	
Alexander, William A	Professor	1.00	70,099.00	701.00	0.00	0.00	0.00	0.00	70,800.00	1.00%	
Anderson, Wayne	Professor	1.00	80,368.00	804.00	0.00	0.00	0.00	0.00	81,172.00	1.00%	
Arneson, Patricia M	Professor	1.00	84,983.00	850.00	0.00	0.00	0.00	0.00	85,833.00	1.00%	
Bauer, Jeffrey O	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Bertolas, Randy J	Professor	1.00	68,757.00	688.00	0.00	0.00	0.00	0.00	69,445.00	1.00%	
Black, Barbara A	Professor	1.00	70,500.00	705.00	0.00	0.00	0.00	0.00	71,205.00	1.00%	
Blankenau, Martin Joseph	Professor	1.00	65,975.00	660.00	0.00	0.00	0.00	0.00	66,635.00	1.00%	
Bohnert, David A	Professor	1.00	63,734.00	637.00	0.00	0.00	0.00	0.00	64,371.00	1.00%	
Bondhus, Joann E	Professor	1.00	89,622.00	896.00	0.00	0.00	0.00	0.00	90,518.00	1.00%	
Bruflat, Alan	Professor	1.00	75,335.00	753.00	0.00	0.00	0.00	0.00	76,088.00	1.00%	
Butler, Katherine M	Professor	1.00	104,110.00	1,041.00	0.00	0.00	0.00	0.00	105,151.00	1.00%	
Cacheiro, Adolfo J	Professor	1.00	63,734.00	637.00	0.00	0.00	0.00	0.00	64,371.00	1.00%	
Campbell, Paul V	Professor	1.00	86,570.00	866.00	0.00	0.00	0.00	0.00	87,436.00	1.00%	
Christensen, Douglas P	Professor	0.67	43,579.00	436.00	0.00	0.00	0.00	0.00	44,015.00	1.00%	F6
Christensen, Linda	Professor	1.00	63,734.00	637.00	0.00	0.00	0.00	0.00	64,371.00	1.00%	
Conley, Donovan S	Professor	1.00	82,259.00	823.00	0.00	0.00	0.00	0.00	83,082.00	1.00%	
Conway, Kathleen M	Professor	1.00	87,565.00	876.00	0.00	0.00	0.00	0.00	88,441.00	1.00%	
Dalal, Meenakshi Nath	Professor	1.00	86,984.00	870.00	0.00	0.00	0.00	0.00	87,854.00	1.00%	
Dendinger, Laura L	Professor	1.00	67,949.00	679.00	0.00	0.00	0.00	0.00	68,628.00	1.00%	
Dinsmore, Steven C	Professor	1.00	89,119.00	891.00	0.00	0.00	0.00	0.00	90,010.00	1.00%	
Ellis, Susan	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Engebretsen, Barbara J	Professor	1.00	65,993.00	660.00	0.00	0.00	0.00	0.00	66,653.00	1.00%	
Ettel, Mary L	Professor	1.00	72,080.00	721.00	0.00	0.00	0.00	0.00	72,801.00	1.00%	
Evetovich, Tammy	Professor	1.00	65,482.00	655.00	0.00	0.00	0.00	0.00	66,137.00	1.00%	
Garvin, Timothy P	Professor	1.00	75,410.00	754.00	0.00	0.00	0.00	0.00	76,164.00	1.00%	
Hallgren, Kenneth G	Professor	1.00	88,027.00	880.00	0.00	0.00	0.00	0.00	88,907.00	1.00%	
Hamilton, Terry J	Professor	1.00	72,695.00	727.00	0.00	0.00	0.00	0.00	73,422.00	1.00%	
Hammer, Mark F	Professor	1.00	67,261.00	673.00	0.00	0.00	0.00	0.00	67,934.00	1.00%	
Hansen, Pearl A	Professor	1.00	84,648.00	846.00	0.00	0.00	0.00	0.00	85,494.00	1.00%	
Harms, Sally R	Professor	1.00	64,051.00	641.00	0.00	0.00	0.00	0.00	64,692.00	1.00%	
Hickey, Donald R	Professor	0.50	44,811.00	448.00	0.00	0.00	0.00	0.00	45,259.00	1.00%	F3 sem without pay
Jensen, Gwen U	Professor	1.00	61,597.00	616.00	0.00	3,000.00	0.00	0.00	65,213.00	5.87%	F2 sem with pay
Karr, Paul A	Professor	1.00	69,422.00	694.00	0.00	0.00	0.00	0.00	70,116.00	1.00%	
Karsky, Jason L	Professor	1.00	64,673.00	647.00	0.00	0.00	0.00	0.00	65,320.00	1.00%	
Kietzmann, Glenn E	Professor	1.00	74,365.00	744.00	0.00	0.00	0.00	0.00	75,109.00	1.00%	
Lawrence, Gloria J	Professor	1.00	77,010.00	770.00	0.00	0.00	0.00	0.00	77,780.00	1.00%	
Leeper, Mark S	Professor	1.00	67,261.00	673.00	0.00	0.00	0.00	0.00	67,934.00	1.00%	
Lichty, Dennis A	Professor	1.00	69,664.00	697.00	0.00	0.00	0.00	0.00	70,361.00	1.00%	
Lindberg, Judith K	Professor	1.00	77,601.00	776.00	0.00	0.00	0.00	0.00	78,377.00	1.00%	
Lutt, Patricia L	Professor	1.00	67,567.00	676.00	0.00	0.00	0.00	0.00	68,243.00	1.00%	
McCue, Robert O	Professor	1.00	95,045.00	0.00	0.00	0.00	0.00	0.00	95,045.00	0.00%	F5
McElwain, David W	Professor	1.00	62,157.00	622.00	0.00	3,000.00	0.00	0.00	65,779.00	5.83%	

**Wayne State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Mudge, Marilyn	Professor	1.00	72,524.00	725.00	0.00	0.00	0.00	0.00	73,249.00	1.00%	
Mueller, J Marlene	Professor	1.00	83,100.00	831.00	0.00	0.00	0.00	0.00	83,931.00	1.00%	
Nelson, Jeryl L	Professor	1.00	73,520.00	735.00	0.00	0.00	0.00	0.00	74,255.00	1.00%	
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
VACANT	Professor	0.50	19,000.00	0.00	0.00	0.00	0.00	0.00	19,000.00	0.00%	F1 F4 leave replace
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
Ossian, James E	Professor	1.00	63,734.00	637.00	0.00	0.00	0.00	0.00	64,371.00	1.00%	
Parker, Charles J	Professor	1.00	70,334.00	703.00	0.00	0.00	0.00	0.00	71,037.00	1.00%	
Paxton, John R	Professor	1.00	91,881.00	919.00	0.00	0.00	0.00	0.00	92,800.00	1.00%	
Pearcy, Shawn D	Professor	0.67	44,432.00	444.00	0.00	0.00	0.00	0.00	44,876.00	1.00%	F6
Peitz, David J	Professor	1.00	66,616.00	666.00	0.00	0.00	0.00	0.00	67,282.00	1.00%	
Renzelman, John	Professor	1.00	83,535.00	835.00	0.00	0.00	0.00	0.00	84,370.00	1.00%	
Ronnow, Gretchen L	Professor	1.00	73,186.00	732.00	0.00	0.00	0.00	0.00	73,918.00	1.00%	
Rudin, Catherine	Professor	0.50	40,388.00	404.00	0.00	0.00	0.00	0.00	40,792.00	1.00%	F3 sem without pay
Sharer, Timothy J	Professor	1.00	76,722.00	767.00	0.00	0.00	0.00	0.00	77,489.00	1.00%	
Slaymaker, William E	Professor	1.00	80,082.00	801.00	0.00	0.00	0.00	0.00	80,883.00	1.00%	F2 sem with pay
Snowden, Monica A	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Sweetland, Robert D	Professor	1.00	81,227.00	812.00	0.00	0.00	0.00	0.00	82,039.00	1.00%	
Taber, Douglass	Professor	1.00	83,490.00	835.00	0.00	0.00	0.00	0.00	84,325.00	1.00%	
Walker, Karen	Professor	1.00	65,975.00	660.00	0.00	0.00	0.00	0.00	66,635.00	1.00%	
Whitt, Deborah L	Professor	1.00	73,311.00	733.00	0.00	0.00	0.00	0.00	74,044.00	1.00%	
Whitt, Ronald E	Professor	1.00	83,547.00	835.00	0.00	0.00	0.00	0.00	84,382.00	1.00%	
Wilcox, Daryl J	Professor	1.00	89,622.00	896.00	0.00	0.00	0.00	0.00	90,518.00	1.00%	
Willis, Keith A	Professor	1.00	68,017.00	680.00	0.00	0.00	0.00	0.00	68,697.00	1.00%	
Worner, Tamara	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	
Young, Todd S	Professor	1.00	65,341.00	653.00	0.00	0.00	0.00	0.00	65,994.00	1.00%	F2 sem with pay
<b>Sub-Total Professors</b>		<b>66.84</b>	<b>4,884,769.00</b>	<b>47,025.00</b>	<b>0.00</b>	<b>6,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4,937,794.00</b>		
Agoumba, Darius	Associate Professor	1.00	54,325.00	543.00	0.00	0.00	0.00	0.00	54,868.00	1.00%	
Brummels, James V	Associate Professor	1.00	79,178.00	792.00	0.00	0.00	0.00	0.00	79,970.00	1.00%	
Carrigg, Maureen E	Associate Professor	1.00	67,775.00	678.00	0.00	0.00	0.00	0.00	68,453.00	1.00%	
Conway, Gerald A	Associate Professor	1.00	84,339.00	843.00	0.00	0.00	0.00	0.00	85,182.00	1.00%	
Cupp, Rodney	Associate Professor	1.00	53,197.00	532.00	0.00	0.00	0.00	0.00	53,729.00	1.00%	
Davis, Adam N	Associate Professor	1.00	48,020.00	480.00	0.00	3,000.00	1,963.00	0.00	53,463.00	11.33%	
Elliott, Steven T	Associate Professor	1.00	54,718.00	547.00	0.00	0.00	0.00	0.00	55,265.00	1.00%	
Garvin, Sharon K	Associate Professor	1.00	63,160.00	632.00	0.00	0.00	0.00	0.00	63,792.00	1.00%	
Geisert, Cameron M	Associate Professor	1.00	55,213.00	552.00	0.00	0.00	0.00	0.00	55,765.00	1.00%	
Hayford, Barbara Lyn	Associate Professor	1.00	53,980.00	540.00	0.00	0.00	0.00	0.00	54,520.00	1.00%	
Herling, Lourdes	Associate Professor	1.00	50,498.00	505.00	3,000.00	3,000.00	0.00	0.00	57,003.00	12.88%	
Hill, Kevin	Associate Professor	1.00	88,308.00	883.00	0.00	0.00	0.00	0.00	89,191.00	1.00%	
Hinnerichs, Kristi R	Associate Professor	1.00	49,170.00	492.00	0.00	3,000.00	801.00	0.00	53,463.00	8.73%	
Langdon, Jennifer	Associate Professor	1.00	53,197.00	532.00	0.00	0.00	0.00	0.00	53,729.00	1.00%	

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Langlie-Willers, Pamela	Associate Professor	1.00	53,197.00	532.00	0.00	0.00	0.00	0.00	53,729.00	1.00%	
Lofgren, Ronald R	Associate Professor	1.00	60,590.00	606.00	0.00	0.00	0.00	0.00	61,196.00	1.00%	
Marek, Michael	Associate Professor	1.00	56,024.00	560.00	0.00	0.00	0.00	0.00	56,584.00	1.00%	
Miller, Daniel J	Associate Professor	1.00	64,937.00	649.00	0.00	0.00	0.00	0.00	65,586.00	1.00%	
Miller, Kevin M	Associate Professor	1.00	63,979.00	640.00	0.00	0.00	0.00	0.00	64,619.00	1.00%	
Nicholson, Lori	Associate Professor	1.00	48,450.00	485.00	0.00	3,000.00	1,528.00	0.00	53,463.00	10.35%	
Ras, Gerard Jm	Associate Professor	1.00	57,925.00	579.00	3,000.00	3,000.00	0.00	0.00	64,504.00	11.36%	
Volk, Gary A	Associate Professor	1.00	88,803.00	888.00	0.00	0.00	0.00	0.00	89,691.00	1.00%	
Zardeneta, Gustavo	Associate Professor	1.00	47,470.00	475.00	0.00	3,000.00	2,518.00	0.00	53,463.00	12.62%	
<b>Sub-Total Associate Professors</b>		<b>23.00</b>	<b>1,396,453.00</b>	<b>13,965.00</b>	<b>6,000.00</b>	<b>18,000.00</b>	<b>6,810.00</b>	<b>0.00</b>	<b>1,441,228.00</b>		
Amend, Tracie N	Assistant Professor	1.00	43,430.00	434.00	0.00	0.00	0.00	0.00	43,864.00	1.00%	
Barnes, Johanna S	Assistant Professor	1.00	43,066.00	431.00	0.00	3,000.00	0.00	0.00	46,497.00	7.97%	
Buryanek, Donald J	Assistant Professor	1.00	64,545.00	645.00	0.00	0.00	0.00	0.00	65,190.00	1.00%	
Clark, Sally A	Assistant Professor	1.00	46,600.00	0.00	0.00	0.00	0.00	0.00	46,600.00	0.00%	F5
Curnyn, Molly	Assistant Professor	1.00	42,906.00	429.00	0.00	3,000.00	0.00	0.00	46,335.00	7.99%	
Dilliard, Kelly A	Assistant Professor	1.00	46,138.00	461.00	0.00	0.00	0.00	0.00	46,599.00	1.00%	
Dinsmore, Janice S	Assistant Professor	1.00	63,922.00	639.00	0.00	0.00	0.00	0.00	64,561.00	1.00%	
Everett, Pamela	Assistant Professor	1.00	47,268.00	473.00	0.00	0.00	0.00	0.00	47,741.00	1.00%	
Franklin, Laura O	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	F5
Garden, Randa S	Assistant Professor	1.00	50,223.00	502.00	0.00	0.00	0.00	0.00	50,725.00	1.00%	
Greene, Todd W	Assistant Professor	1.00	44,695.00	447.00	0.00	0.00	0.00	0.00	45,142.00	1.00%	
Hepworth, Elise M	Assistant Professor	1.00	48,948.00	489.00	0.00	0.00	0.00	0.00	49,437.00	1.00%	
Irlmeier, Joni L	Assistant Professor	1.00	43,467.00	435.00	0.00	3,000.00	0.00	0.00	46,902.00	7.90%	
Kolbeck, Karl F	Assistant Professor	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Loggins, Ronald E	Assistant Professor	1.00	46,138.00	461.00	0.00	0.00	0.00	0.00	46,599.00	1.00%	
Maas, Chad	Assistant Professor	1.00	42,511.00	425.00	0.00	3,000.00	0.00	0.00	45,936.00	8.06%	
Nordstrom, Susan N	Assistant Professor	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
VACANT	Assistant Professor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
VACANT	Assistant Professor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
VACANT	Assistant Professor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
Pease, Craig W	Assistant Professor	1.00	51,500.00	515.00	0.00	0.00	0.00	0.00	52,015.00	1.00%	
Piersanti, Joshua R	Assistant Professor	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Pitchford, Jessica A	Assistant Professor	1.00	43,430.00	434.00	0.00	0.00	0.00	0.00	43,864.00	1.00%	
Rawlings, Lesli M	Assistant Professor	1.00	43,430.00	434.00	0.00	0.00	0.00	0.00	43,864.00	1.00%	
Strate, Shane R	Assistant Professor	1.00	43,935.00	439.00	0.00	0.00	0.00	0.00	44,374.00	1.00%	
Vander Weil, Greg P	Assistant Professor	1.00	61,197.00	612.00	0.00	0.00	0.00	0.00	61,809.00	1.00%	
Weixelman, Joseph	Assistant Professor	1.00	50,414.00	504.00	0.00	0.00	0.00	0.00	50,918.00	1.00%	
<b>Sub-Total Assistant Professors</b>		<b>27.00</b>	<b>1,273,763.00</b>	<b>10,559.00</b>	<b>0.00</b>	<b>12,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,296,322.00</b>		
Calkin, Joshua	Instructor	1.00	42,906.00	429.00	0.00	0.00	0.00	0.00	43,335.00	1.00%	
DeBoer, Buffany D	Instructor	1.00	40,819.00	408.00	0.00	0.00	0.00	0.00	41,227.00	1.00%	F4
Dorman, Sherry	Instructor	1.00	38,630.00	386.00	0.00	0.00	0.00	0.00	39,016.00	1.00%	F4
Erwin, Carol J	Instructor	1.00	41,500.00	0.00	0.00	0.00	0.00	0.00	41,500.00	0.00%	F5



**Wayne State College**

<b>Employee Name</b>	<b>Rank or Position Title</b>	<b>FTE</b>	<b>2011-2012 Revised Salary Base</b>	<b>Salary Increase</b>	<b>Doctorate</b>	<b>Promotion</b>	<b>Other</b>	<b>Special Use</b>	<b>2012-2013 Total Annual</b>	<b>% Incr</b>	<b>Notes</b>
Meyer, Jeffrey Reed	Instructor	1.00	51,414.00	514.00	0.00	0.00	0.00	0.00	51,928.00	1.00%	
Moeller, Judith A	Instructor	1.00	37,533.00	375.00	0.00	0.00	0.00	0.00	37,908.00	1.00%	F4
Murphy, Richard E	Instructor	1.00	40,299.00	403.00	0.00	0.00	0.00	0.00	40,702.00	1.00%	
Newcomb, Lori A	Instructor	1.00	43,891.00	439.00	0.00	0.00	0.00	0.00	44,330.00	1.00%	
<b>Sub-Total Instructors</b>		<b>8.00</b>	<b>336,992.00</b>	<b>2,954.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>339,946.00</b>		
<b>TOTAL FACULTY</b>		<b>124.84</b>	<b>7,891,977.00</b>	<b>74,503.00</b>	<b>6,000.00</b>	<b>36,000.00</b>	<b>6,810.00</b>	<b>0.00</b>	<b>8,015,290.00</b>		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b><u>NSCPA Professional Staff -- State Supported Positions</u></b>											
Airen, Osaro E	Director-Multicultural Affairs	1.00	48,500.00	485.00	0.00	0.00	0.00	0.00	48,985.00	1.00%	
Bargholz, Darin	IT Specialist	1.00	37,493.00	375.00	0.00	0.00	6,132.00	0.00	44,000.00	17.36%	P1
Burns, Jana	Admissions Representative	0.75	25,872.00	259.00	0.00	0.00	0.00	0.00	26,131.00	1.00%	
Carstens, Mary K	Learning Skills Specialist	0.75	36,190.00	362.00	0.00	0.00	0.00	0.00	36,552.00	1.00%	
Denklau, Susan K	Accountant	1.00	38,152.00	382.00	0.00	0.00	0.00	0.00	38,534.00	1.00%	
DePew, Kimberly M	Assistant Coach	0.80	28,996.00	290.00	0.00	0.00	0.00	0.00	29,286.00	1.00%	P2
Derechailo, Melissa	Theatre Technician	0.88	39,809.00	398.00	0.00	0.00	0.00	0.00	40,207.00	1.00%	
Dolezal-Soukup, Carla K	IT Technician	1.00	38,000.00	380.00	0.00	0.00	0.00	0.00	38,380.00	1.00%	
Donahue, Robert A	Librarian-Reference	1.00	41,000.00	0.00	0.00	0.00	0.00	0.00	41,000.00	0.00%	P6
Eby, Jessica Ann	Admissions Representative	1.00	28,623.00	286.00	0.00	0.00	0.00	0.00	28,909.00	1.00%	
Eckmann, Brandon A	IT Analyst	1.00	54,333.00	543.00	0.00	0.00	0.00	0.00	54,876.00	1.00%	
Elfers, Edmund B	Director-Teaching & Learning	1.00	73,111.00	731.00	0.00	0.00	0.00	0.00	73,842.00	1.00%	
Gade, Amy J	Coordinator of Admissions Services	1.00	32,320.00	323.00	0.00	0.00	0.00	0.00	32,643.00	1.00%	
Granberg, Karen M	Licensed Student Counselor	0.80	51,063.00	511.00	0.00	0.00	0.00	0.00	51,574.00	1.00%	
Grosz, Michael T	Director-Sports Information	1.00	37,821.00	378.00	0.00	0.00	0.00	0.00	38,199.00	1.00%	
Hix, Karla	Assistant Registrar	1.00	38,865.00	389.00	0.00	0.00	0.00	0.00	39,254.00	1.00%	
Hoffman, LeAnn	Assistant Director-Financial Aid	1.00	39,680.00	397.00	0.00	0.00	0.00	0.00	40,077.00	1.00%	
Janke, Kathy K	Coordinator of Admissions Services	1.00	32,940.00	329.00	0.00	0.00	0.00	0.00	33,269.00	1.00%	
Keiser, Jenny D	Instructional Resources Coordinator	1.00	33,974.00	340.00	0.00	0.00	0.00	0.00	34,314.00	1.00%	
Kielsmeier, Kelly	Assistant Coach	0.80	28,996.00	290.00	0.00	0.00	2,581.00	0.00	31,867.00	9.90%	P1 P2
Knight, Valerie R	Librarian-Reference	1.00	44,447.00	444.00	0.00	0.00	0.00	0.00	44,891.00	1.00%	
Krueger, Jacob R	IT Technician	1.00	38,000.00	380.00	0.00	0.00	0.00	0.00	38,380.00	1.00%	
Kucera, Loren L	Director-NBDC	0.09	5,701.00	56.00	0.00	0.00	0.00	0.00	5,757.00	0.98%	P2
Loftis, Charissa A	Librarian-Reference	1.00	45,641.00	456.00	0.00	0.00	0.00	0.00	46,097.00	1.00%	
Mackling, Jamie L	Licensed Student Counselor	0.88	38,035.00	380.00	0.00	0.00	0.00	0.00	38,415.00	1.00%	
McLaughlin, Lindsay A	Compliance Coordinator	0.15	5,337.00	53.00	0.00	0.00	0.00	0.00	5,390.00	0.99%	P2
McLaughlin, Lindsay A	Compliance Coordinator	0.76	27,042.00	271.00	0.00	0.00	0.00	0.00	27,313.00	1.00%	P2
McLaughlin, Scott Joseph	Assistant Coach	1.00	31,674.00	317.00	0.00	0.00	0.00	0.00	31,991.00	1.00%	
McMenamin, John J	Football Offensive Coordinator	1.00	38,166.00	382.00	0.00	0.00	0.00	0.00	38,548.00	1.00%	
Meyer, Michelle A	Licensed Student Counselor	0.88	42,788.00	428.00	0.00	0.00	0.00	0.00	43,216.00	1.00%	
Mohlfeld, Kathy	Licensed Student Counselor	1.00	50,786.00	508.00	0.00	0.00	0.00	0.00	51,294.00	1.00%	
Moyer, Tricia	Marketing Coordinator	1.00	50,903.00	509.00	0.00	0.00	0.00	0.00	51,412.00	1.00%	
Muir, Trudy I	Graphic Designer	1.00	42,521.00	425.00	0.00	0.00	0.00	0.00	42,946.00	1.00%	
Nelson, Jeremy	IT Analyst	1.00	54,000.00	540.00	0.00	0.00	0.00	0.00	54,540.00	1.00%	
Nelson, Lisa L	Service Learning Coordinator	1.00	35,000.00	350.00	0.00	0.00	0.00	0.00	35,350.00	1.00%	
Nisley, Quinn C	Admissions Representative	1.00	29,625.00	296.00	0.00	0.00	0.00	0.00	29,921.00	1.00%	
VACANT	Learning Skills Specialist	0.75	26,838.00	0.00	0.00	0.00	0.00	0.00	26,838.00	0.00%	
VACANT	Admissions Representative	1.00	28,340.00	0.00	0.00	0.00	0.00	0.00	28,340.00	0.00%	
VACANT	Librarian-Circulation	1.00	39,353.00	0.00	0.00	0.00	0.00	0.00	39,353.00	0.00%	

**Wayne State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
VACANT	IT Technician	1.00	35,200.00	0.00	0.00	0.00	0.00	0.00	35,200.00	0.00%	
VACANT	IT Technician	1.00	35,200.00	0.00	0.00	0.00	0.00	0.00	35,200.00	0.00%	
VACANT	IT Technician	1.00	35,200.00	0.00	0.00	0.00	0.00	0.00	35,200.00	0.00%	
O'Reilly, Gretchen T	Nurse	0.88	39,659.00	397.00	0.00	0.00	0.00	0.00	40,056.00	1.00%	
Pfaltzgraff, Philip	Accompanist	1.00	42,196.00	422.00	0.00	0.00	0.00	0.00	42,618.00	1.00%	
Piper, Jeffrey A	Digital Graphic Designer	1.00	41,906.00	419.00	0.00	0.00	0.00	0.00	42,325.00	1.00%	
Piper, Jessica M	Cooperative Education Coordinator	1.00	38,933.00	389.00	0.00	0.00	0.00	0.00	39,322.00	1.00%	
Pugliese, John F	Assistant Coach	0.80	28,996.00	290.00	0.00	0.00	0.00	0.00	29,286.00	1.00%	P2
Quance, Marilyn S	Librarian-Technical Services	1.00	56,775.00	568.00	0.00	0.00	0.00	0.00	57,343.00	1.00%	
Reid, Jordan C	Athletic Trainer	1.00	34,046.00	340.00	0.00	0.00	0.00	0.00	34,386.00	1.00%	
Reinhardt, Heather M	Career Services Specialist	1.00	42,935.00	429.00	0.00	0.00	0.00	0.00	43,364.00	1.00%	
Reynolds, Lisa C	Assistant Director-Continuing Education	1.00	38,821.00	388.00	0.00	0.00	0.00	0.00	39,209.00	1.00%	
Rosebrock, Wyatt N	IT Analyst	1.00	45,450.00	455.00	0.00	0.00	2,895.00	0.00	48,345.00	7.37%	P1
Rusch, Amanda S	IT Specialist	1.00	36,600.00	366.00	0.00	0.00	7,034.00	0.00	43,634.00	20.22%	P1
Schlichter, Marcus	Librarian-Acquisitions and Archivist	1.00	59,775.00	598.00	0.00	0.00	0.00	0.00	60,373.00	1.00%	
Smith, Chad C	IT Analyst	1.00	54,000.00	540.00	0.00	0.00	0.00	0.00	54,540.00	1.00%	
Smith, Ruth E	Construction Project Coordinator	1.00	47,605.00	476.00	0.00	0.00	0.00	0.00	48,081.00	1.00%	
Sydow, Suzanne R	Director-Assessment	1.00	78,766.00	788.00	0.00	0.00	0.00	0.00	79,554.00	1.00%	
Tiedtke, Teresa M	Student Activities Coordinator	0.74	24,371.00	244.00	0.00	0.00	0.00	0.00	24,615.00	1.00%	P2
Vick Sr, Ronald D	Licensed Student Counselor	1.00	53,810.00	538.00	0.00	0.00	0.00	0.00	54,348.00	1.00%	
Willhite, Brady R	Admissions Representative	0.80	24,768.00	248.00	0.00	0.00	0.00	0.00	25,016.00	1.00%	
Willhite, Brady R	Admissions Representative	0.20	6,193.00	62.00	0.00	0.00	0.00	0.00	6,255.00	1.00%	
Wood, Alexander E	Football Defensive Coordinator	1.00	40,509.00	405.00	0.00	0.00	0.00	0.00	40,914.00	1.00%	
Young, Kaye L	Accountant	1.00	40,363.00	404.00	0.00	0.00	0.00	0.00	40,767.00	1.00%	
Zamzow, Lora M	Manager-Payroll	1.00	39,388.00	394.00	0.00	0.00	0.00	0.00	39,782.00	1.00%	
<b>TOTAL</b>		<b>58.69</b>	<b>2,481,400.00</b>	<b>22,403.00</b>	<b>0.00</b>	<b>0.00</b>	<b>18,642.00</b>	<b>0.00</b>	<b>2,522,445.00</b>		
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>											
Acton, Heidi E	Assistant Director-Residence Life	0.88	28,600.00	286.00	0.00	0.00	0.00	0.00	28,886.00	1.00%	
Anderson, Derek S	Manager-Student Center	1.00	50,809.00	508.00	0.00	0.00	0.00	0.00	51,317.00	1.00%	
DePew, Kimberly M	Assistant Coach	0.20	7,250.00	72.00	0.00	0.00	0.00	0.00	7,322.00	0.99%	P2
Kielsmeier, Kelly	Assistant Coach	0.20	7,250.00	72.00	0.00	0.00	645.00	0.00	7,967.00	9.89%	P1 P2
McLaughlin, Lindsay A	Compliance Coordinator	0.09	3,203.00	32.00	0.00	0.00	0.00	0.00	3,235.00	1.00%	P2
Nolan, Derek S	Assistant Director-Residence Life	0.88	28,337.00	283.00	0.00	0.00	0.00	0.00	28,620.00	1.00%	
VACANT	IT Analyst	1.00	48,800.00	0.00	0.00	0.00	0.00	0.00	48,800.00	0.00%	
Osnes, Thomas R	Assistant Director-Residence Life	1.00	37,690.00	377.00	0.00	0.00	0.00	0.00	38,067.00	1.00%	
Otto, Heather M	Assistant Director-Residence Life	0.88	26,642.00	266.00	0.00	0.00	0.00	0.00	26,908.00	1.00%	

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Parker, Brett R	IT Specialist	1.00	42,000.00	420.00	0.00	0.00	1,580.00	0.00	44,000.00	4.76%	P1
Peterson, Ryan E	Assistant Director-Residence Life	0.88	27,850.00	0.00	0.00	0.00	0.00	0.00	27,850.00	0.00%	P6
Pugliese, John F	Assistant Coach	0.20	7,250.00	72.00	0.00	0.00	0.00	0.00	7,322.00	0.99%	P2
Tiedtke, Teresa M	Student Activities Coordinator	0.13	4,301.00	43.00	0.00	0.00	0.00	0.00	4,344.00	1.00%	P2
<b>TOTAL</b>		<b>8.32</b>	<b>319,982.00</b>	<b>2,431.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,225.00</b>	<b>0.00</b>	<b>324,638.00</b>		
<b>Professional Staff (Non-Union) -- State Supported Positions</b>											
Altwine, Chad	Director Facility Services	1.00	81,590.00	816.00	0.00	0.00	0.00	0.00	82,406.00	1.00%	
Anderson, Michael F	VP Academic Affairs	1.00	120,000.00	0.00	0.00	0.00	0.00	0.00	120,000.00	0.00%	P6
Bareلمان, Jason L	Director Career Services	1.00	59,119.00	591.00	0.00	0.00	0.00	0.00	59,710.00	1.00%	
Barry, Jeannette M	Institutional Research Analyst	1.00	51,298.00	513.00	0.00	0.00	2,052.00	0.00	53,863.00	5.00%	
Benson, Vaughn L	Dean	0.75	83,179.00	832.00	0.00	0.00	0.00	0.00	84,011.00	1.00%	
Benson, Vaughn L	Dean	0.25	27,727.00	277.00	0.00	0.00	0.00	0.00	28,004.00	1.00%	
Blomenkamp, Jean L	Dean	0.75	67,500.00	0.00	0.00	0.00	0.00	0.00	67,500.00	0.00%	P5 P6
Blomenkamp, Jean L	Dean	0.25	22,500.00	0.00	0.00	0.00	0.00	0.00	22,500.00	0.00%	P5 P6
Brink, Marlon D	Head Track/Cross Country Coach	1.00	50,349.00	503.00	0.00	0.00	0.00	0.00	50,852.00	1.00%	
Brummels, Linda M	Director Counseling	0.94	63,302.00	633.00	0.00	0.00	0.00	0.00	63,935.00	1.00%	
Carstens, Jeffrey B	VP & Dean Of Students	1.00	94,134.00	941.00	0.00	0.00	9,925.00	0.00	105,000.00	11.54%	
Collier, Jerry W	Director Of College Relations	1.00	72,609.00	726.00	0.00	0.00	0.00	0.00	73,335.00	1.00%	
Combs, Paul	Head Men's Basketball Coach	0.92	67,948.00	679.00	1,000.00	0.00	0.00	0.00	69,627.00	2.47%	
Dalager, Jon K	Dean	0.75	72,720.00	728.00	0.00	0.00	0.00	0.00	73,448.00	1.00%	
Dalager, Jon K	Dean	0.25	24,240.00	242.00	0.00	0.00	0.00	0.00	24,482.00	1.00%	
Dale, Jean M	VP Administration And Finance	1.00	105,000.00	1,050.00	0.00	0.00	0.00	0.00	106,050.00	1.00%	
DeBoer, Mitch	Asst Ath Dir Business Mgmt	1.00	57,025.00	570.00	0.00	0.00	0.00	0.00	57,595.00	1.00%	
Disch, Brian	Head Baseball Coach	1.00	42,730.00	427.00	0.00	0.00	0.00	0.00	43,157.00	1.00%	
Dunning, John B	Chief Information Officer	1.00	92,920.00	929.00	0.00	0.00	0.00	0.00	93,849.00	1.00%	
Fredrickson, Angela S	Assistant to the VPAF	1.00	47,000.00	470.00	0.00	0.00	0.00	0.00	47,470.00	1.00%	
Graber, David R	Director, Library	1.00	70,267.00	703.00	0.00	0.00	0.00	0.00	70,970.00	1.00%	
Grisham, Molly	Head Soccer Coach	1.00	43,330.00	433.00	0.00	0.00	0.00	0.00	43,763.00	1.00%	
Halle, Kevin E	Director, Admissions	1.00	55,550.00	556.00	0.00	0.00	0.00	0.00	56,106.00	1.00%	
Jammer, Susan	Controllor	0.91	39,421.00	394.00	0.00	0.00	0.00	0.00	39,815.00	1.00%	P2
Kielsmeier, Chris J	Head Women's Basketball Coach	0.92	70,379.00	704.00	0.00	0.00	5,000.00	0.00	76,083.00	8.10%	
Kielty, John M	HVAC/Energy Manager	1.00	67,153.00	672.00	0.00	0.00	0.00	0.00	67,825.00	1.00%	
Kneifl, Scott D	Head Volleyball Coach	0.92	54,994.00	550.00	0.00	0.00	0.00	0.00	55,544.00	1.00%	
Korth, Regina	Nurse	0.88	43,383.00	434.00	0.00	0.00	0.00	0.00	43,817.00	1.00%	
Labenz, Robin R	Admin Assistant To The President	0.80	33,504.00	335.00	0.00	0.00	0.00	0.00	33,839.00	1.00%	
Lentz, Lynette K	Registrar	1.00	64,773.00	648.00	0.00	0.00	0.00	0.00	65,421.00	1.00%	
McLaughlin, Dan	Head Football Coach	0.92	79,824.00	798.00	0.00	0.00	0.00	0.00	80,622.00	1.00%	
Meyer, Barbara J	Director Budget	1.00	68,680.00	687.00	0.00	0.00	0.00	0.00	69,367.00	1.00%	

**Wayne State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Morris, Muffin	Head Athletic Trainer	1.00	43,905.00	439.00	0.00	0.00	0.00	0.00	44,344.00	1.00%	
Muir, Nicholas S	Director Of IT User Support	1.00	52,000.00	520.00	0.00	0.00	0.00	0.00	52,520.00	1.00%	
Nelsen, Kyle R	Asst Director Facility Services	1.00	62,721.00	627.00	0.00	0.00	0.00	0.00	63,348.00	1.00%	
VACANT	Athletic Director	1.00	85,000.00	0.00	0.00	0.00	0.00	0.00	85,000.00	0.00%	
VACANT	Coaching Assistant, Baseball	0.63	20,000.00	0.00	0.00	0.00	0.00	0.00	20,000.00	0.00%	P3
O'Donnell, James F	Dean	0.75	79,451.00	794.00	0.00	0.00	0.00	0.00	80,245.00	1.00%	
O'Donnell, James F	Dean	0.25	26,483.00	265.00	0.00	0.00	0.00	0.00	26,748.00	1.00%	
Rose, Kyle M	Director Financial Aid	1.00	55,956.00	560.00	0.00	0.00	0.00	0.00	56,516.00	1.00%	
Scardino, Janell	Director, Administrative Systems	1.00	67,948.00	679.00	0.00	0.00	0.00	0.00	68,627.00	1.00%	
Spethman, Phyllis J	Director Professional Education Services	1.00	63,340.00	633.00	0.00	0.00	0.00	0.00	63,973.00	1.00%	
Waddington, Cheryl A	Director Human Resources	1.00	84,851.00	849.00	0.00	0.00	0.00	0.00	85,700.00	1.00%	
Weber, Dorothy	Director Learning Center	0.92	56,480.00	565.00	0.00	0.00	0.00	0.00	57,045.00	1.00%	
Wood, Krista A	Head Softball Coach	1.00	44,625.00	446.00	0.00	0.00	3,963.00	0.00	49,034.00	9.88%	
<b>TOTAL</b>		<b>39.74</b>	<b>2,736,908.00</b>	<b>24,218.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>20,940.00</b>	<b>0.00</b>	<b>2,783,066.00</b>		
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</b>											
Barry, Michael J	Assoc Dir Athltcs/Dir Of Sprt & Rec Ctr	1.00	66,339.00	663.00	0.00	0.00	0.00	0.00	67,002.00	1.00%	
Buhrman, Beverly J	Comptroller	1.00	68,680.00	687.00	0.00	0.00	0.00	0.00	69,367.00	1.00%	
Colvin, Kipp	Director Student Act & Student Center	1.00	50,500.00	505.00	0.00	0.00	0.00	0.00	51,005.00	1.00%	
VACANT	Security Manager	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
Schramm, Kim	Grounds,Arboretum/Landscape Manager	1.00	47,836.00	478.00	0.00	0.00	0.00	0.00	48,314.00	1.00%	
Weekley, Matthew R	Asst Dean Of Students/Dir Of Res Life	1.00	52,520.00	525.00	0.00	0.00	0.00	0.00	53,045.00	1.00%	
<b>TOTAL</b>		<b>6.00</b>	<b>335,875.00</b>	<b>2,858.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>338,733.00</b>		
<b>TOTAL PROFESSIONAL</b>		<b>112.75</b>	<b>5,874,165.00</b>	<b>51,910.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>41,807.00</b>	<b>0.00</b>	<b>5,968,882.00</b>		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b><u>NAPE/Support Staff -- State Supported Positions</u></b>											
Ahmann, Nancy A	Office Assistant II	1.00	24,454.00	245.00	0.00	0.00	0.00	0.00	24,699.00	1.00%	
Alai, Michelle L	Office Assistant III	1.00	31,000.00	310.00	0.00	0.00	0.00	0.00	31,310.00	1.00%	
Benshoof, Karlene J	Office Assistant II	1.00	21,192.00	212.00	0.00	0.00	0.00	0.00	21,404.00	1.00%	
Bijlsma, Karyn D	Office Assistant II	1.00	22,866.00	229.00	0.00	0.00	0.00	0.00	23,095.00	1.00%	
Bottger, Bridget	Office Assistant II	1.00	24,454.00	245.00	0.00	0.00	0.00	0.00	24,699.00	1.00%	
Brandow, Jennifer D	Office Assistant II	1.00	22,676.00	227.00	0.00	0.00	0.00	0.00	22,903.00	1.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	17,957.00	179.00	0.00	0.00	0.00	0.00	18,136.00	1.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	17,957.00	180.00	0.00	0.00	0.00	0.00	18,137.00	1.00%	
Chase, Debra E	Office Assistant II	1.00	33,954.00	340.00	0.00	0.00	0.00	0.00	34,294.00	1.00%	
Clarkson, Robert L	Maintenance Repair Worker III	1.00	31,214.00	312.00	0.00	2,568.00	0.00	0.00	34,094.00	9.23%	
Clausen, Vickie L	Custodian	1.00	20,250.00	203.00	0.00	0.00	0.00	0.00	20,453.00	1.00%	
Craig, Patrick	Maintenance Repair Worker I	0.75	14,778.00	148.00	0.00	0.00	0.00	0.00	14,926.00	1.00%	
Daehnke, Deborah M	Office Assistant II	1.00	33,454.00	335.00	0.00	0.00	0.00	0.00	33,789.00	1.00%	
Donner, Colette	Custodian	1.00	21,966.00	220.00	0.00	552.00	0.00	0.00	22,738.00	3.51%	
Echtenkamp, Cathleen A	Library Assistant	1.00	46,191.00	462.00	0.00	0.00	0.00	0.00	46,653.00	1.00%	
Franzen, Cynthia A	Academic Credentials Technician	1.00	25,050.00	251.00	0.00	0.00	0.00	0.00	25,301.00	1.00%	
Frevert, Cynthia J	Office Assistant I	0.50	12,135.00	122.00	0.00	0.00	0.00	0.00	12,257.00	1.01%	
Frevert, Cynthia J	Office Assistant I	0.50	12,135.00	121.00	0.00	0.00	0.00	0.00	12,256.00	1.00%	
Gathje, Richard A	Custodian	1.00	29,577.00	296.00	0.00	1,349.00	0.00	0.00	31,222.00	5.56%	
Hank, Amanda M	Office Assistant II	1.00	27,254.00	273.00	0.00	0.00	0.00	0.00	27,527.00	1.00%	
Hansen, Cathleen A	Office Assistant III	1.00	31,478.00	315.00	0.00	0.00	0.00	0.00	31,793.00	1.00%	
Hart, Britney	Accounting Clerk II	1.00	23,550.00	236.00	0.00	0.00	0.00	0.00	23,786.00	1.00%	
Hart, Dennis D	Storekeeper	1.00	24,204.00	242.00	0.00	0.00	0.00	0.00	24,446.00	1.00%	
Headley, Terri Lynn	Library Assistant	1.00	25,979.00	260.00	0.00	0.00	0.00	0.00	26,239.00	1.00%	
Hobza, Cathy R	Office Assistant II	1.00	25,600.00	256.00	0.00	1,621.00	0.00	0.00	27,477.00	7.33%	
Jech, Brook Anne	Office Assistant III	1.00	25,542.00	255.00	0.00	0.00	0.00	0.00	25,797.00	1.00%	
Jensen, Lesa R	Office Assistant III	1.00	39,102.00	391.00	0.00	0.00	0.00	0.00	39,493.00	1.00%	
Jorgensen, Stephanie L	Office Assistant II	1.00	24,254.00	243.00	0.00	0.00	0.00	0.00	24,497.00	1.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	30,454.00	305.00	0.00	0.00	0.00	0.00	30,759.00	1.00%	
Kastrup, Tama	Office Assistant II	1.00	33,454.00	335.00	0.00	0.00	0.00	0.00	33,789.00	1.00%	
Kennedy, Gerald R	Maintenance Repair Worker III	1.00	34,418.00	344.00	0.00	0.00	0.00	0.00	34,762.00	1.00%	
Kenny, Kelly R	Office Assistant II	1.00	21,942.00	219.00	0.00	0.00	0.00	0.00	22,161.00	1.00%	
Long, William M	Custodian	1.00	28,728.00	287.00	0.00	2,207.00	0.00	0.00	31,222.00	8.68%	
Loofe, Vickie J	Office Assistant III	1.00	39,102.00	391.00	0.00	0.00	0.00	0.00	39,493.00	1.00%	
Maas, Mark W	Maintenance Repair Worker III	1.00	30,761.00	308.00	0.00	0.00	0.00	0.00	31,069.00	1.00%	
Marr, Daniel A	Electrician	1.00	45,066.00	451.00	0.00	0.00	0.00	0.00	45,517.00	1.00%	
Mecseji, Karen A	Office Assistant II	1.00	24,454.00	245.00	0.00	0.00	0.00	0.00	24,699.00	1.00%	
Meier, Tammy J	Office Assistant III	1.00	39,102.00	391.00	0.00	0.00	0.00	0.00	39,493.00	1.00%	

**Wayne State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Meyer, Nancy L	Accounting Clerk II	1.00	33,954.00	340.00	0.00	0.00	0.00	0.00	34,294.00	1.00%	
Meyer, Roger P	Electrician	1.00	32,530.00	325.00	0.00	0.00	0.00	0.00	32,855.00	1.00%	
Monahan, Pamela R	Accounting Clerk III	1.00	31,678.00	317.00	0.00	0.00	0.00	0.00	31,995.00	1.00%	
Morlok, Debra A	Office Assistant II	1.00	27,254.00	273.00	0.00	0.00	0.00	0.00	27,527.00	1.00%	
Mosley, Greg K	Maintenance Repair Worker III	1.00	41,258.00	413.00	0.00	0.00	0.00	0.00	41,671.00	1.00%	
Mostek, Denise M	Office Assistant IV	1.00	36,338.00	363.00	0.00	3,271.00	0.00	0.00	39,972.00	10.00%	
Nelson, Duane S	Maintenance Repair Worker III	1.00	30,024.00	300.00	0.00	0.00	0.00	0.00	30,324.00	1.00%	
Neuhalfen, Kathy	Custodian	1.00	20,091.00	201.00	0.00	2,446.00	0.00	0.00	22,738.00	13.18%	
VACANT	Electrician Master	1.00	37,669.00	0.00	0.00	0.00	0.00	0.00	37,669.00	0.00%	
VACANT	Maintenance Repair Worker III	1.00	26,568.00	0.00	0.00	0.00	0.00	0.00	26,568.00	0.00%	
VACANT	Maintenance Repair Worker III	1.00	26,568.00	0.00	0.00	0.00	0.00	0.00	26,568.00	0.00%	
VACANT	Library Assistant	1.00	19,902.00	0.00	0.00	0.00	0.00	0.00	19,902.00	0.00%	
VACANT	Office Assistant II	0.75	16,053.00	0.00	0.00	0.00	0.00	0.00	16,053.00	0.00%	
VACANT	Maintenance Repair Worker III	1.00	26,568.00	0.00	0.00	0.00	0.00	0.00	26,568.00	0.00%	
VACANT	Maintenance Repair Worker III	0.50	13,284.00	0.00	0.00	0.00	0.00	0.00	13,284.00	0.00%	S3
O'Brien, Jane	Office Assistant II	0.92	20,547.00	205.00	0.00	0.00	0.00	0.00	20,752.00	1.00%	
Ohlrich, Angela	Accounting Clerk III	1.00	25,242.00	252.00	0.00	0.00	0.00	0.00	25,494.00	1.00%	
Oswald, Laurie L	Office Assistant II	1.00	24,834.00	248.00	0.00	0.00	0.00	0.00	25,082.00	1.00%	
Paulson, Debra M	Custodian	1.00	24,270.00	243.00	0.00	1,049.00	0.00	0.00	25,562.00	5.32%	
Pedersen, Kathleen M	Office Assistant I	1.00	20,975.00	210.00	0.00	0.00	0.00	0.00	21,185.00	1.00%	
Penn, Suzanne L	Office Assistant II	1.00	30,896.00	309.00	0.00	0.00	0.00	0.00	31,205.00	1.00%	
Peterson, Ricky J	Maintenance Repair Worker III	1.00	31,024.00	310.00	0.00	2,760.00	0.00	0.00	34,094.00	9.90%	
Pieper, Diane	Office Assistant III	1.00	27,960.00	280.00	0.00	0.00	0.00	0.00	28,240.00	1.00%	
Rahn, Terry L	Maintenance Repair Worker III	1.00	30,274.00	303.00	0.00	0.00	0.00	0.00	30,577.00	1.00%	
Reklaitis, Joe	Custodian	1.00	21,966.00	220.00	0.00	552.00	0.00	0.00	22,738.00	3.51%	
Ritze, David H	Maintenance Repair Worker II	1.00	29,458.00	295.00	0.00	0.00	0.00	0.00	29,753.00	1.00%	
Ritze, Randy G	Maintenance Repair Worker III	1.00	41,458.00	415.00	0.00	0.00	0.00	0.00	41,873.00	1.00%	
Roeber, Janet C	Custodian	1.00	18,862.00	189.00	0.00	851.00	0.00	0.00	19,902.00	5.51%	
Roeber, Merle D	Custodian	1.00	26,874.00	269.00	0.00	1,255.00	0.00	0.00	28,398.00	5.67%	
Roland, Charles G	Maintenance Repair Worker II	1.00	36,414.00	364.00	0.00	0.00	0.00	0.00	36,778.00	1.00%	
Ruskamp, Bernie J	Maintenance Repair Worker IV	1.00	44,011.00	440.00	0.00	0.00	0.00	0.00	44,451.00	1.00%	
Schenck, Joyce Ann	Custodian	1.00	21,474.00	215.00	0.00	1,049.00	0.00	0.00	22,738.00	5.89%	
Schmitz, Cynthia S	Custodial Leader	1.00	30,254.00	303.00	0.00	2,204.00	0.00	0.00	32,761.00	8.29%	
Schmitz, Thomas R	Broadcast Engineer	1.00	43,358.00	434.00	0.00	0.00	0.00	0.00	43,792.00	1.00%	
Schroeder, Molly A	Office Assistant II	1.00	24,894.00	249.00	0.00	0.00	0.00	0.00	25,143.00	1.00%	

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
Schulz, Karen M	Custodian	1.00	22,066.00	221.00	0.00	3,275.00	0.00	0.00	25,562.00	15.84%	
Schutte, Ray W	Maintenance Repair Worker II	1.00	27,271.00	273.00	0.00	0.00	0.00	0.00	27,544.00	1.00%	
Sebade, Rhonda S	Office Assistant III	1.00	36,144.00	361.00	0.00	0.00	0.00	0.00	36,505.00	1.00%	
Sharer, Beth Ann	Office Assistant II	0.88	21,229.00	212.00	0.00	0.00	0.00	0.00	21,441.00	1.00%	
Sherman, Stacie	Custodian	1.00	21,166.00	212.00	0.00	1,360.00	0.00	0.00	22,738.00	7.43%	
Sinniger, Carolyn J	Office Assistant II	1.00	28,242.00	282.00	0.00	1,983.00	0.00	0.00	30,507.00	8.02%	
Spahr, Connie S	Accounting Clerk III	1.00	31,678.00	317.00	0.00	0.00	0.00	0.00	31,995.00	1.00%	
Sprieck, Theresa J	Custodian	1.00	19,362.00	194.00	0.00	346.00	0.00	0.00	19,902.00	2.79%	
Steffen, Angela M	Office Assistant III	1.00	32,466.00	325.00	0.00	0.00	0.00	0.00	32,791.00	1.00%	
Stephens, Carol A	Office Assistant III	1.00	31,678.00	317.00	0.00	0.00	0.00	0.00	31,995.00	1.00%	
Stout, Rebecca A	Accounting Clerk III	1.00	24,742.00	247.00	0.00	0.00	0.00	0.00	24,989.00	1.00%	
Swinney, William L	Maintenance Repair Worker IV	1.00	44,984.00	450.00	0.00	0.00	0.00	0.00	45,434.00	1.00%	
Thompson, Patricia K	Library Technician	1.00	33,474.00	335.00	0.00	2,212.00	0.00	0.00	36,021.00	7.61%	
Trevett, Joyce F	Office Assistant III	1.00	36,122.00	361.00	0.00	2,253.00	0.00	0.00	38,736.00	7.24%	
Weber, Deborah K	Office Assistant II	1.00	33,904.00	339.00	0.00	0.00	0.00	0.00	34,243.00	1.00%	
Weed, Ronald J	Maintenance Repair Worker III	1.00	33,910.00	339.00	0.00	0.00	0.00	0.00	34,249.00	1.00%	
Wiechman, Diane L	Custodian	1.00	19,446.00	194.00	0.00	3,098.00	0.00	0.00	22,738.00	16.93%	
Wurdinger, Marlin J	Custodian	1.00	23,770.00	238.00	0.00	1,554.00	0.00	0.00	25,562.00	7.54%	
Wurdinger, Sandra J	Office Assistant II	1.00	24,254.00	243.00	0.00	0.00	0.00	0.00	24,497.00	1.00%	
Ziska, Brandon K	Security Officer II	1.00	32,163.00	322.00	0.00	0.00	0.00	0.00	32,485.00	1.00%	
<b>TOTAL</b>		<b>89.80</b>	<b>2,610,559.00</b>	<b>24,451.00</b>	<b>0.00</b>	<b>39,815.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,674,825.00</b>		
<b><u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u></b>											
Adkins, Kelly J	Custodian	1.00	18,862.00	189.00	0.00	851.00	0.00	0.00	19,902.00	5.51%	
Baier, Matthew E	Maintenance Repair Worker II	1.00	22,802.00	228.00	0.00	0.00	0.00	0.00	23,030.00	1.00%	
Beckman, Cindy L	Custodian	1.00	18,362.00	184.00	0.00	1,356.00	0.00	0.00	19,902.00	8.39%	
Casey, V Gene	Maintenance Repair Worker III	1.00	37,938.00	379.00	0.00	0.00	0.00	0.00	38,317.00	1.00%	
Granberg, Gordon W	Custodian	1.00	26,874.00	269.00	0.00	1,255.00	0.00	0.00	28,398.00	5.67%	
Gray, Bradley	Custodian	1.00	23,770.00	238.00	0.00	1,554.00	0.00	0.00	25,562.00	7.54%	
Gustafson, Carol A	Custodial Leader	1.00	22,242.00	222.00	0.00	516.00	0.00	0.00	22,980.00	3.32%	
Haney, Kathy R	Custodian	1.00	26,874.00	269.00	0.00	1,255.00	0.00	0.00	28,398.00	5.67%	
Harm, Debra J	Office Assistant II	1.00	33,454.00	335.00	500.00	0.00	0.00	0.00	34,289.00	2.50%	
Jensen, Debra L	Custodian	1.00	20,916.00	209.00	0.00	0.00	0.00	0.00	21,125.00	1.00%	
Kamrath, Vernon K	Custodian	1.00	29,577.00	296.00	0.00	1,349.00	0.00	0.00	31,222.00	5.56%	
Loberg, Jeffery R	Maintenance Repair Worker II	1.00	25,250.00	253.00	0.00	0.00	0.00	0.00	25,503.00	1.00%	
Lofquest, Diana R	Custodian	1.00	19,500.00	195.00	0.00	207.00	0.00	0.00	19,902.00	2.06%	
Mrsny, Jason J	Security Officer II	1.00	39,090.00	391.00	0.00	0.00	0.00	0.00	39,481.00	1.00%	
Nelson, Roxanne	Custodian	1.00	19,610.00	196.00	0.00	2,932.00	0.00	0.00	22,738.00	15.95%	
Niemann, Joey D	Maintenance Repair Worker II	1.00	26,030.00	260.00	0.00	0.00	0.00	0.00	26,290.00	1.00%	



**Wayne State College**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
VACANT	Accounting Clerk III	1.00	24,737.00	0.00	0.00	0.00	0.00	0.00	24,737.00	0.00%	
VACANT	Custodian	1.00	19,902.00	0.00	0.00	0.00	0.00	0.00	19,902.00	0.00%	
VACANT	Custodian	1.00	19,902.00	0.00	0.00	0.00	0.00	0.00	19,902.00	0.00%	
VACANT	Maintenance Repair Worker III	0.50	13,284.00	0.00	0.00	0.00	0.00	0.00	13,284.00	0.00%	S3
Olson, Arden	Custodian	1.00	29,577.00	296.00	0.00	1,349.00	0.00	0.00	31,222.00	5.56%	
Penlerick, Norma J	Custodian	1.00	26,174.00	262.00	0.00	1,962.00	0.00	0.00	28,398.00	8.50%	
Reichmuth, Michael F	Custodian	1.00	18,562.00	186.00	0.00	1,154.00	0.00	0.00	19,902.00	7.22%	
Schmidt, Wendy A	Custodian	1.00	24,270.00	243.00	0.00	1,049.00	0.00	0.00	25,562.00	5.32%	
Sherman, Judy J	Custodian	1.00	21,166.00	212.00	0.00	1,360.00	0.00	0.00	22,738.00	7.43%	
Stalling, Mary M	Custodian	1.00	26,874.00	269.00	0.00	1,255.00	0.00	0.00	28,398.00	5.67%	
Weldon, Kevan V	Custodian	1.00	19,446.00	194.00	0.00	262.00	0.00	0.00	19,902.00	2.34%	
<b>TOTAL</b>		<b>26.50</b>	<b>655,045.00</b>	<b>5,775.00</b>	<b>500.00</b>	<b>19,666.00</b>	<b>0.00</b>	<b>0.00</b>	<b>680,986.00</b>		
<b><u>Support Staff (Non-Union) -- State Supported Positions</u></b>											
Agler, Leah	Office Assistant III	0.75	20,113.00	201.00	0.00	0.00	0.00	0.00	20,314.00	1.00%	
Backer, Joni S	Secretary To The President	1.00	46,794.00	468.00	0.00	0.00	0.00	0.00	47,262.00	1.00%	
Burke, Kathy J	Office Assistant I	0.61	12,707.00	127.00	0.00	0.00	0.00	0.00	12,834.00	1.00%	S4
Furlich, Amanda	Office Assistant II	0.88	19,200.00	192.00	0.00	0.00	0.00	0.00	19,392.00	1.00%	
Meyer, Lona Lee	Office Assistant II	0.88	19,200.00	192.00	0.00	0.00	0.00	0.00	19,392.00	1.00%	
VACANT	Office Assistant IV	1.00	28,543.00	0.00	0.00	0.00	0.00	0.00	28,543.00	0.00%	
VACANT	Custodian	0.50	9,951.00	0.00	0.00	0.00	0.00	0.00	9,951.00	0.00%	S4
VACANT	Office Assistant I	0.50	9,248.00	0.00	0.00	0.00	0.00	0.00	9,248.00	0.00%	S4
Soden, Dustin	Facility Services Manager	0.50	16,878.00	169.00	0.00	0.00	0.00	0.00	17,047.00	1.00%	S3
<b>TOTAL</b>		<b>6.61</b>	<b>182,634.00</b>	<b>1,349.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>183,983.00</b>		
<b><u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u></b>											
Soden, Dustin	Facility Services Manager	0.50	16,877.00	169.00	0.00	0.00	0.00	0.00	17,046.00	1.00%	S3
<b>TOTAL</b>		<b>0.50</b>	<b>16,877.00</b>	<b>169.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>17,046.00</b>		
<b>TOTAL SUPPORT STAFF</b>		<b>123.41</b>	<b>3,465,115.00</b>	<b>31,744.00</b>	<b>500.00</b>	<b>59,481.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,556,840.00</b>		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

## Wayne State College

Employee Name	Rank or Position Title	FTE	2011-2012 Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2012-2013 Total Annual	% Increase	NOTES
<b>Faculty -- Non-State Supported Positions (Federal/Restricted)</b>											
Christensen, Douglas P	Professor	0.33	21,761.00	218.00					21,979.00	1.00%	F6
Pearcy, Shawn D	Professor	0.33	22,184.00	222.00					22,406.00	1.00%	F6
		0.67	43,945.00	440.00	0.00	0.00	0.00	0.00	44,385.00		
<b>NSCPA -- Non-State Supported Positions (Federal/Restricted)</b>											
Driskell, Sandra	Learning Skills Specialist	0.92	34,303.00	343.00					34,646.00	1.00%	
Kucera, Loren	Director - NBDC	0.91	57,633.00	577.00					58,210.00	1.00%	P2
Woehler, Kara	Learning Skills Specialist	0.92	31,726.00	317.00					32,043.00	1.00%	
Wriedt, Jeannine	Math Skills Specialist	0.80	35,963.00	360.00					36,323.00	1.00%	
		3.55	159,625.00	1,597.00	0.00	0.00	0.00	0.00	161,222.00		
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</b>											
Krusemark, Renee	Director STRIDE	1.00	49,929.00	499.00					50,428.00	1.00%	inc effective 9/01/12
		1.00	49,929.00	499.00	0.00	0.00	0.00	0.00	50,428.00		
<b>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</b>											
Nolan, Tarah	Office Assistant II	1.00	21,692.00	217.00	500.00				22,409.00	3.31%	
		1.00	21,692.00	217.00	500.00	0.00	0.00	0.00	22,409.00		

## NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract
- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment
- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

**NSCS System Office**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total	% Incr	Notes
<b>Professional Staff (Non-Union) -- State Supported Positions</b>											
Hock, Amy M	Director of Systemwide Accounting	1.00	62,377.00	624.00	0.00	0.00	0.00	0.00	63,001.00	1.00%	
Hoffman, Edward	Vice Chancellor Facil/Plan/Info Tech	1.00	114,249.00	1,142.00	0.00	0.00	0.00	0.00	115,391.00	1.00%	
Kohrs, Rebecca K	Operations Director	1.00	60,683.00	607.00	0.00	0.00	3,710.00	0.00	65,000.00	7.11%	
Murphy, Carolyn S	Vice Chancellor Administration/Finance	1.00	114,249.00	1,142.00	0.00	0.00	0.00	0.00	115,391.00	1.00%	
VACANT	Assoc VC Acad Planning & Partnerships	0.63	44,000.00	0.00	0.00	0.00	0.00	0.00	44,000.00	0.00%	
Petersen, Kristin J	General Counsel/Vice Chan Employee Rel	1.00	113,118.00	1,131.00	0.00	0.00	0.00	0.00	114,249.00	1.00%	
Tande, Korinne	Vice Chancellor Stud Aff/Mkt/Enroll/Pub Info	1.00	113,118.00	1,131.00	0.00	0.00	0.00	0.00	114,249.00	1.00%	
<b>TOTAL</b>		6.63	621,794.00	5,777.00	0	0	3710	0	631,281.00		
<b>TOTAL PROFESSIONAL</b>		6.63	621,794.00	5,777.00	0	0	3710	0	631,281.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3= part time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6= new appointment

**NCS System Office**

Employee Name	Rank or Position Title	FTE	2011-2012 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2012-2013 Total Annual	% Incr	Notes
<b>Support Staff (Non-Union) -- State Supported Positions</b>											
Glass, Lori M	Staff Assistant	1.00	34,503.00	345.00	0.00	0.00	0.00	0.00	34,848.00	1.00%	
Olson, Lynne M	Administrative Assitant/Office Manager	1.00	46,142.00	461.00	0.00	0.00	0.00	0.00	46,603.00	1.00%	
<b>TOTAL</b>		<b>2.00</b>	<b>80,645.00</b>	<b>806.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>81,451.00</b>		
<b>TOTAL SUPPORT STAFF</b>		<b>2.00</b>	<b>80,645.00</b>	<b>806.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>81,451.00</b>		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: Approve the Acceptance and Retrieval of LB 309 Allocations for WSC**

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: g. Continually find ways to stretch limited resources as far as possible

i. Ensure that plans for resource allocation support the system and institutional priorities

j. Maintain facilities and improve physical environment

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The following items are submitted by Wayne State for Board approval.

1. Acceptance of \$65,000 for roof replacement on Hahn Administration  
Allocation Date/Amount      4/20/12              \$65,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$65,000.00
  
2. Acceptance of \$98,000 for doors fire life safety upgrade in Rice Auditorium  
Allocation Date/Amount      5/10/12              \$98,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$98,000.00
  
3. Acceptance of an additional \$1,700,000 for HVAC/Building upgrade in Hahn Administration Building  
Allocation Date/Amount      11/4/11              \$1,700,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$1,700,000.00

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Approve the 2012-2013 Salary and Contract Extensions Until June 30, 2014 for the Chancellor and Presidents**

Priorities: Educational Excellence Throughout the System  
Goal: 3. Recruit, retain and invest in excellent faculty and staff  
Financial Strength of the System  
Greater System Prominence

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The following are the recommended salaries for the Chancellor and each of the Presidents.

**2.1.-2**

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Approve the 2012-2013 Salary and Contract Extension until June 30, 2014  
for the Chancellor:**

**Stan Carpenter, NSCS Chancellor**

**\$211,931**

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Total annual compensation rate for 2011-2012 is as follows:

Stan Carpenter NSCS Office

\$205,758

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Approve the 2012-2013 Salary and Contract Extension until June 30, 2014 for the Chadron State College Interim President:**

**Randy Rhine, Interim President, Chadron State College      \$140,000**

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Total annual compensation rate for 2011-2012 is as follows:

Randy Rhine	Chadron State College	\$140,000
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**2.1.-4**

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Approve the 2012-2013 Salary and Contract Extension until June 30, 2014 for the Peru State College President:**

<b>Daniel Hanson, President, Peru State College</b>	<b>\$163,333</b>
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Total annual compensation rate for 2011-2012 is as follows:

Daniel Hanson	Peru State College	\$158,575
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**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Approve the 2012-2013 Salary and Contract Extension until June 30, 2014 for the Wayne State College President:**

**Curt Frye, President, Wayne State College                      \$165,727**

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Total annual compensation rate for 2011-2012 is as follows:

Curt Frye                      Wayne State College                      \$160,900

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION:      Approve Designation of Presidential Associate for Mrs. Ann Rhine**

Priority:    Educational Excellence Throughout the System

- Goals:      2.    Create a college experience that enriches the lives of our students and prepares them for their chosen careers  
              5.    Create a diverse intellectual and social environment

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In accordance with Board Policy 5024, the spouse of a College President may be designated as the Associate of the President if approved by the Board of Trustees. This appointment acknowledges the Associate's oversight responsibility in acting as an official agent of the System and/or the President for the purpose of performing services that further the official business purposes of the System or a member State College, if the spouse is available and chooses to so perform. The appointment as an Associate is without salary or benefits and conveys no rights associated with employment by the Nebraska State College System or the State of Nebraska except as specifically provided in policy.

## Academic & Personnel Committee

*Gary Beiganski, Chair*  
*Roger Breed*

June 15, 2012

**ACTION: First & Final Round Approval of Revisions to Board Policies 5002 Conflict of Interest; Employee Requirements; 6025 Income; Gifts and Bequests – Control, Solicitations and Commemoration; and 7021 Travel; Personnel; Claims, Authorization**

Priority: Educational Excellence Throughout the System

Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

The revisions to 5002 provide additional guidance regarding conflicts of interest, restrictions on gifts to employees, outside employment and required statements for the Nebraska Accountability and Disclosure Commission.

The revisions to 6025 clarify that the Board's preference is for gifts and bequests to be made directly to the College Foundations. Outdated reporting procedures have been deleted.

The revisions to 7021 will provide a financial safeguard to prevent the possibility of employees being reimbursed twice, once from the Foundation and once the College

The System Office recommends approval of the revisions to these policies. Attached are copies of Board Policies 5002, 6025 and 7021.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5002 Conflict of Interest;  
Employment Requirements

BOARD POLICY

General Requirements

No employee shall engage in any activity that conflicts or appears to conflict with his or her duties and responsibilities at a College or the System Office.

Employees shall:

- a) Be informed of conflict of interest perils and remain alert to them in personal activities;
- b) Make certain that no outside activities interfere with the employee's discharge of his or her College or System Office obligations;
- c) Freely, and without delay, disclose outside activities to the Chancellor or President regarding situations that could involve, or be construed as, conflicts of interest;
- d) Not use, or authorize the use of public resources, personnel, property or funds under their official care, custody, or control for personal financial gain or the financial gain of ~~an immediate~~ family member; and,
- e) Take action according to Neb. Rev. Stat. §49-1499.02 to disclose potential conflicts of interest when they would be required to take any action or make any decision in the discharge of official duties that may cause financial benefit or detriment to the employee, the employee's family member, a member of the employee's immediate family, or a business with which the employee is associated.

Contracts

No employee, ~~a member of the~~ employee's ~~immediate~~ family member, or business with which the employee is associated shall enter into a contract valued at two thousand dollars (~~\$2,000~~) or more, in any one (1) year, with a governmental body unless the contract is awarded through an open and public process in compliance with Neb. Rev. Stat. § 49-14,102.

No employee involved in an advisory or decision making capacity relating to College or System purchases and no employee's family member shall be financially interested, or have any beneficial personal interest, either directly or indirectly in such purchase or in any bidder, contractor, lessor, or vendor for such purchase.

Family Member Defined

Family member shall include spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption.

Gifts

Employees or employee's family members may not receive or accept, either directly or indirectly, by rebate, gift or otherwise, any money or other specific item of value whatsoever, or any promise, obligation or contract for future reward or compensation from any vendor, person, firm, corporation or other entity which is conducting business with the College or System.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5002 Conflict of Interest;  
Employment Requirements**

**Page 2 of 23**

### Nepotism

~~Employees are prohibited from engaging in nepotism.~~ Nepotism means the act of hiring, promoting or advancing a family member within the ~~Nebraska State College~~ or System or recommending the hiring, promotion, or advancement of a family member in the ~~Nebraska State College~~ or System, including initial appointment and transfer to other positions. ~~Employees are prohibited from engaging in nepotism.~~

~~Further, no~~ No employee shall act as a supervisor to his or her family member. Acting as a supervisor means having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action. ~~Employees are prohibited from supervising family members within the Nebraska State College System.~~

The Chancellor may, upon a written showing of good cause, grant an exception to these prohibitions. The written showing of good cause shall be filed with the Accountability and Disclosure Commission and shall be considered a public record.

An employee who becomes a supervisor to his or her family member other than by means of nepotism shall notify the Chancellor within seven (7) days of such occurrence and may continue to act as a supervisor until the Chancellor remedies the situation or grants an exception to the prohibition. The Chancellor shall act as soon as practicable.

### Outside Employment

~~Employees may engage in outside employment unless it is expressly stipulated to the contrary in the conditions of employment. Outside employment shall not interfere with the employee's job duties and assigned obligations.~~

~~All outside employment activities must occur on the employee's own time and not on work time or when the employee is engaged in assigned duties for the College or System. College or System resources, personnel, property or funds may not be used in connection with outside employment and confidential information received through the employee's position cannot be used. Public resources may only be used by employees for personal activities and/or outside employment to the same extent and on the same basis that the resource is available to the general public.~~

~~Employees cannot contract to perform services or activities for personal gain or benefit, if the service or activity is required as part of the employee's job at the College or System Office.~~

### Statements of Financial Interests

~~The Chancellor, Vice Chancellors, Presidents, Vice Presidents, purchasing agents, and other designated College business employees are required to file annual Statements of Financial Interests with the Nebraska Accountability and Disclosure Commission (NADC) on or before April 1 of each year, according to NADC state regulations found in Title 4, Nebraska Administrative Code, Chapter 2.~~

2.3.-4

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5002 Conflict of Interest;  
Employment Requirements

Page 2-3 of 23

Teaching ~~Immediate~~ Family Members

Faculty members are discouraged from teaching ~~immediate~~ family members. ~~(parents, siblings, spouses, children, or grandchildren).~~ If an ~~immediate~~ family member enrolls in his/her assigned class, the faculty member shall report the situation to the Vice President for Academic Affairs. Due to the potential conflict of interest and potential appearance of impropriety, the Vice President for Academic Affairs has the authority and discretion to make alternative arrangements for the ~~immediate~~ family member to take the class from another faculty member or have the ~~immediate~~ family member's graded work reviewed by a qualified, independent third party.

~~For purposes of this policy, family member shall mean spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption.~~

Legal Reference:	<u>Neb. Rev. Stat.</u>	
	RRS §49-1499.07	Executive branch; nepotism prohibited; restrictions on supervisors; legislative intent for legislative branch and judicial branch
	RRS§49-1499.02	Executive branch; discharge of official duties; potential conflict; actions required
	RRS§49-14,102	Contracts with government bodies; procedure; purpose

Policy Adopted: 6/5/93  
 Policy Revised: 11/14/08  
 Policy Revised: 9/11/09  
 Policy Revised: 6/2/11  
Policy Revised:

## FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6025**

**Income; Gifts and Bequests -  
Control, Solicitation and Commemoration**

**Page 1 of 2**

### BOARD POLICY

The Colleges shall encourage all donors to make gifts and bequests directly to the College Foundations rather than sending gifts and bequests to the Colleges. Gifts and bequests made directly to the College may be transferred to the appropriate College Foundation at the discretion of the Board.

Each organized solicitation program undertaken by the College for private support of a College function or activity must be approved by the President. Each solicitation program must operate within all statutory limits and/or other regulatory guidelines.

The Colleges shall maintain written Agreements with their respective Foundations. Such Agreements must be approved, in advance, by the Board.

The Board is authorized to receive gifts, bequests and endowments on behalf of the ~~State~~ Colleges under terms and conditions as may be imposed by the donor. -The Board shall be trustees of the gifts, bequests and endowments. Gifts and bequests shall include, but not be limited to, donations, gifts, bequests, devices and endowments from individuals, organizations, corporations and similar entities.

Gifts made to the ~~various colleges~~ Colleges, for specific purposes, shall be referred by the President to the Board for acceptance or rejection. The President may tentatively accept contributions subject to the final approval of the Board.

Any gifts or bequests made available to the ~~State~~ Colleges for any purpose, together with the income thereof, shall be allocated to the expending ~~college~~ College designated by the donor, or if none is designated by the donor, by the Board, provided that no matching of state funds may be required as a condition to accept any gift or bequest.

~~"Expenditures from gifts or bequests may be made through restricted or trust fund accounts. In the case of restricted funds, the current appropriation would need to be increased by the amount of the gift." Expenditures from gifts or bequests may be expended through revolving fund accounts, in which case the actual amount of the gift would be appropriated in addition to the amounts in the appropriations bill(s).~~

Individuals desiring to contribute supplies and equipment will counsel with ~~college~~ College officials regarding the acceptability of such contributions prior to making them.

Proposals for the contribution of equipment or services that may involve installation or major costs for maintenance or initial or continuing financial commitments from ~~college~~ College funds shall be presented by the President to the Board for approval prior to accepting the equipment or services.

It is understood that equipment contributed to the ~~college~~ College shall become the property of the ~~college~~ College and subject to the same controls and regulations that govern the use of other ~~college~~ College-owned properties.

~~Each organized solicitation program for private support of a college function or activity must be approved by that institution's President. A copy of the approval shall be filed with the System Office.~~

~~Each solicitation program must operate within all statutory limits and/or other regulatory guidelines.~~

Gifts may be commemorated by placing a descriptive plaque or scroll in a suitable location.



2.3.-6

**FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 6025                      Income; Gifts and Bequests -  
Control, Solicitation and Commemoration**

**Page 2 of 2**

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~~The Board directs the colleges to encourage all donors to make gifts and bequests to the various college foundations rather than to the respective colleges by name.~~

**PROCEDURE**

- ~~1. Reports on gifts and bequests will be provided to the System Office for submittal to the Board in the format and schedule developed by the System Office.~~
- ~~2. Gifts under one thousand dollars (\$1,000) will be reported in aggregate; those over one thousand dollars (\$1,000) will be separately itemized.~~
- ~~3. Bequests will all be separately itemized.~~

Legal Reference: RRS 85-317.01

State Colleges; Endowments and Gifts; Acceptance

Policy Adopted: 3/11/94

Policy Revised:

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 7021****Travel; Personnel; Claims, Authorization****Page 1 of 12****BOARD POLICY****Travel Expenses**

Whenever any ~~State College~~ employee is entitled to be reimbursed for travel expenses incurred in the line of duty, he/she shall be required to present a claim to the respective Chief Business Officer, or his/her designee, for review and approval. Such claim shall be fully itemized as to each charge, showing the following:

1. Date
2. Name and location of lodging, if any
3. Itemized listing and cost of meals
4. Other miscellaneous reimbursable expenses
5. Purpose for the travel

**Travel Expenses Covered by College Foundations**

When a College employee, other than the Presidents or Chancellor or any employee assigned to work in the Foundation Office, is entitled to be reimbursed for travel expenses from funds held by the College Foundations, he/she shall be required to present a claim to the Chief Business Officer in the same manner as those presented for other College travel. The College will establish procedures to pay approved travel costs from a restricted fund account and seek reimbursement from the Foundation. Such reimbursement shall be deposited in the same account from which the expenditure was made.

College employees, other than the Presidents or Chancellor or any employee assigned to work in the Foundation Office, shall not submit reimbursements for travel expenses directly to the College Foundations and no such payments shall be made from the College Foundations to employees.

**Mileage Claims**

No voucher, bill or claim for mileage shall be paid with general, cash, or revenue bond funds unless prior written approval for the same has been given by the ~~College~~ President, the Chancellor, or their designees.

When mileage by automobile is claimed, the request shall provide the following information:

1. the points between which said mileage accrued;
2. the time of departure and arrival;
3. the purpose for the trip;
4. the license number and owner of the automobile used; and
5. the rate per mile claimed.

If trips included in an expense claim are made by personal automobile or otherwise, only one mileage claim shall be allowed for each mile actually and necessarily traveled by the most direct and efficient route, regardless of the fact that one or more persons are transported in the same motor vehicle; provided, funds expended for parking and tolls may be claimed in addition to mileage. The mileage rates allowed shall be those established by state law.

Reimbursement of travel expenses in a personal motor vehicle shall comply with the Internal Revenue Service Code for such expenses. Under some circumstances, the Internal Revenue Service requires that reimbursement for travel expenses be paid to employees as a taxable adjustment to income and included on the ~~employee=~~employee's W-2 form. College administrators responsible for approving such reimbursables shall determine whether or not such payments are to be treated as taxable income and so note that on the payment documentation.

**2.3.-8**

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 7021**

**Travel; Personnel; Claims, Authorization**

**Page ~~1~~2 of ~~12~~**

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The Internal Revenue Service Code has specific instructions regarding the commuting use of a state vehicle and the treatments of compensation for the use of a personal vehicle. The System Office will develop/amend procedures to this policy as necessary to comply with the IRS Code.

Legal Reference: RRS 81-1174

Claims for expense; Contents; Automobile; Airplane; Statement required; Receipts

RRS 81-1175

Claims for expenses; Vouchers; Written authorization; Exceptions

RRS 81-1176

Mileage; Rate; How computed; Adjustments; Application

RRS 85-316

State Colleges; funds; contingencies; disbursements; travel expenses

Policy Adopted: 1/28/77

Policy Revised: 4/3/81

Policy Revised: 3/11/94

Policy Revised: 9/26/97

Policy Revised: 9/15/06

Policy Revised:

**Academic & Personnel Committee**

*Gary Beiganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policy 5405;  
Retirement Plan; State College Employees**

Priority: Educational Excellence Throughout the System

Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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Board Policy 5405 was revised to bring the policy in line with current TIAA-CREF information. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5405.

# PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 1 of 6**

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## **BOARD POLICY**

It is the policy of the Board that the retirement program is and shall be consistent with state and federal regulations.

### **Participation, Annuity**

The Board shall provide participating plans for retirement annuities for all full-time employees of the Nebraska State College System. All plan assets shall be held in an annuity, or a trust or custodial account, for the exclusive benefit of plan participants. The Board shall provide such retirement benefits through the Teachers Insurance and Annuity Association of America and the College Retirement Equities Fund (TIAA/CREF). Old Age and Survivors Insurance of the Social Security Administration shall be a part of the plan of retirement benefits.

The State Colleges are authorized to enter into, on behalf of the Board, contracts with employees providing for the purchase of such retirement annuity contracts under the provisions of the Technical Amendments Act of 1958 to the Internal Revenue Code, as amended. Contracts with the State College employees shall provide that the accounts contributed by the State Colleges for such retirement annuity contracts shall be contributed as a result of an agreement of the employee to take a reduction in salary, or to forego an increase in salary, but only to the extent that such amounts are earned, or would be earned by the employee after the agreement becomes effective. Such an agreement must be legally binding and irrevocable with respect to amounts earned while the agreement is in effect and shall, in all other respects, conform with the applicable provisions of the Internal Revenue Code, as amended. The right of employees to such retirement annuity contracts shall be non-forfeitable, except for failure to pay future premiums; and such retirement annuity contracts shall be non-transferable.

### **Primary and Secondary Plans**

A primary retirement plan intended to constitute an eligible deferred compensation plan as set forth in Internal Revenue Code (Code) Section 403(b) shall be provided for all full-time employees of the Nebraska State College System. Participation in the 403(b) Plan is mandatory as set forth in the section below relating to Eligibility for Participation in the Primary Retirement Plan.

A secondary retirement plan intended to constitute an eligible deferred compensation plan within the meaning of Section 457 of the Code, as amended, shall be offered all full-time employees of the Nebraska State College System. Participation in the 457(b) Plan is voluntary as set forth in the section below that outlines Eligibility for Participation in the Secondary Retirement Plan. The 457(b) Voluntary Deferred Compensation Plan shall be secondary to and a supplement for the primary 403(b) Retirement Plan.

### **Eligibility for Participation in the Primary Retirement Plan 403(b)**

1. Employees eligible for participation are any active employee of the State College System whose employment status is full-time. Full-time for faculty employees shall mean carrying a "full-time load," as defined by the College, for the regular academic year. Full-time for all other employees will consist of working full-time, as defined by the College, for the regular academic year or at least three-fourths time over a twelve month period.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 2 of 6**

2. All eligible employees will begin participation in this retirement plan on the first day of the month coinciding with or next following the attainment of age 30. During required participation, employees are not permitted to switch from salary reduction (pre-tax) to salary deduction (after tax) at any time. Therefore, salary reduction is to be used exclusively. As a result, the mandatory employee contribution will be treated as an employer contribution for calculation purposes and will not be subject to the employee elective deferral limit. Furthermore, during voluntary employee participation, those voluntary employee contributions will be subject to the limits under 402(g), the employee elective deferral limit, in addition to the 403(b) ~~maximum exclusion allowance~~, and the 415 limits.
3. All eligible employees may begin participation in this retirement plan on the first day of the month coinciding with or next following the second anniversary of their employment and the attainment of age 25. Eligible employees under age 30 may count toward the required service period any prior service with a related educational institution or organization.

### **Contributions for Primary Retirement Plan (403(b))**

The Board shall have power, in its discretion, to provide retirement benefits for employees of the Board, subject to the following:

1. The cost of such retirement benefits shall be funded in accordance with sound actuarial principles with the necessary contributions for both past service and future service being treated in the budgets in the same way as any other operating expense.
2. The maximum state contribution under such retirement plan shall not exceed the sum of:
  - a. the percentage approved by the Board of each employee's salary or wage earnings for any calendar year before any agreement for reduction of salary or wage earnings; and,
  - b. pursuant to an agreement for reduction of salary or wage earnings, the amount of the reduction of salary or wage earnings.
3. Each employee's contribution shall at least equal the state contribution to any such retirement fund but shall not exceed six (6) percent of each employee's salary or wage earnings for any calendar year and shall be calculated before any agreement for any reduction of salary or wage earnings, provided that in lieu of making such contribution, each such employee shall enter into an agreement for reduction of salary or wages in an amount equal to such employee's contribution for the purchase by the Board of an annuity contract for such employee, under the provisions of the Technical Amendments Act of 1958 to the Internal Revenue Code, as amended.
4. The retirement benefits of any employee for service prior to the effective date of any retirement plan established under the provisions of this section shall be those provided under the retirement plan now in force which benefits shall not be abridged.
5. Each participant in this primary retirement plan and each College shall make contributions under the retirement plan on a monthly basis during the years of participation, except for months in which no salary is paid, in accordance with the following schedule:

# PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 3 of 6**

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**(Contributions as a Percent of Total Salary to Primary 403(b) Plan)**

Participant Contribution (salary reduction only)	State College Contribution	Total Contribution
6.0%	8.0%	14.00% effective July 1, 2005

6. Each participant in this retirement plan who elected the 4.5% contribution rate under the previous plan will have an opportunity to elect the 6.0% contribution rate under this revised plan, but may choose to remain at the previous 4.5% level. As of January 1, 1990 all newly hired or rehired eligible employees shall be required to contribute at the 6.0% level.
7. Under no circumstances or conditions will any contribution of the Colleges revert to, be paid to, or insure to the benefit of, directly or indirectly, the Colleges. However, if contributions made by the Colleges were based on mistake of fact, such contributions may be returned to the Colleges within one year of the date on which the contribution was made.

**Eligibility for Participation in the Secondary Retirement Plan 457(b)**

1. Employees who are participants in the primary 403(b) retirement plan are eligible to participate on a voluntary basis in the secondary 457(b) retirement plan.
2. To participate in the secondary plan, each eligible employee shall complete and return the applicable forms, including a Voluntary Salary Deferral Agreement, to the College benefits office. Enrollment shall be effective on or after the first day of the month following the date the enrollment forms are properly completed by the employee, including the Voluntary Salary Deferral Agreement, and approved by the employer or its designee.

**Contributions for Secondary Retirement Plan 457(b)**

1. The employer will not make any non-elective or matching contributions to the Nebraska State College 457(b) Voluntary Deferred Compensation Plan. This plan will accept only elective deferrals made to the plan by the eligible employee.
2. Starting the effective date of this plan, and in accordance with the Economic Growth and Tax Relief Reconciliation Act of 2001, the Board will permit eligible state college employees to participate simultaneously in both the primary 403(b) and secondary 457(b) retirement plans.
3. The 457 (b) Voluntary Deferred Compensation Plan is an elective salary reduction plan that permits employees who participate to supplement their primary 403(b) plan and Social Security benefits by setting aside an additional portion of their salary on a before-tax basis. Any such elective deferral of salary may be made up to the maximum amount permitted by law provided the employee agrees to voluntarily defer a minimum of twenty-five dollars (\$25) per pay period.
4. Participants in this plan do not pay any federal income taxes on the amounts they contribute, or on any earnings on the amount they contribute, until the funds are withdrawn at retirement.
5. A participant shall be fully vested at all times in his or her accrued benefits under this plan. Such accrued benefits shall be non-forfeitable at all times.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 4 of 6**

6. Employees may elect to change their Elective Deferral Rate with respect to future contributions by submitting a new properly executed Voluntary Salary Deferral Agreement to the employer. Such change shall take effect as soon as administratively practicable but not earlier than the first pay period commencing with or during the first month following receipt by the employer of such Voluntary Salary Deferral Agreement.
7. Employees may terminate their election to have compensation deferred in this plan by so notifying the employer or its designee in writing. —Such termination shall take effect as soon as administratively practicable, but not earlier than the first pay period commencing with or during the first month following receipt by the employer of satisfactory written notice of such revocation.
8. To the extent permitted by law, ~~transfers-rollovers~~ may be made to this 457(b) Plan from any other eligible deferred compensation plan maintained by a State, political subdivision of a State or any agency or instrumentality of a State or political subdivision of a State. Such funds shall be accepted and fully vested and nonforfeitable at all times.
9. To the extent permitted by the plan, rollovers to the plan are permitted.

### **Cashability Option for Primary and Secondary Retirement Plans**

1. Upon termination of employment, an employee can elect to make cash withdrawals up to the entire amount of the CREF accumulation under the Board TIAA/CREF Primary 403(b) Retirement Plan. TIAA Traditional Account cash withdrawals can be made in accordance with the investment options withdrawal rules that currently allow substantially equal payments over a ten-year period.
2. Full or partial cash withdrawals upon severance from employment can also be made under the Board TIAA/CREF Secondary 457(b) Plan.

### **Distribution Options for Primary and Secondary Retirement Plans**

Employees who sever their employment within the State College System may make an immediate and binding election with respect to how they will take their distribution when they retire, or they may defer their decision until they are ready to retire, as permitted by law. Participants in both the primary and secondary retirement plans must begin taking a distribution by the April 1<sup>st</sup> of the year following the year in which he or she attains age 70 1/2 or retires, whichever is later.

A variety of payment options are available under the TIAA/CREF Primary 403(b) and Secondary 457(b) plans, including, but not limited to:

- Lifetime annuity income
- Fixed-period annuity (5 to 30 years)
- Minimum distribution option (MDO)
- Full or partial cash withdrawals
- Systematic withdrawals, and
- Interest payment Retirement Option (IPRO)



## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 5 of 6**

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### Investment Options for Primary and Secondary Retirement Plans

The Nebraska State Colleges TIAA/CREF Retirement Plans offer employees a variety of investment options. An employee may request that amounts contributed to either plan on his or her behalf be allocated among the available Investment Options established under the plans. Following the initial allocation request at the time of enrollment, the investment allocation request shall remain in effect for all subsequent contributions until changed by the employee. An employee may change his or her investment allocation by submitting a written request to ~~the employer or its designee on such form as may be required by the employer~~ TIAA-CREF either in writing, by phone or online. Such change shall become effective as soon as administratively feasible ~~after the employer or its designee receives a satisfactory written request.~~

~~The TIAA Traditional Annuity and the TIAA Real Estate account plus CREF Stock, Money Market, Bond Market, Social Choice, Global Equities, Equity Index, Growth Account and Inflation-Linked Bond Accounts offer 403(b) Plan participants flexibility in managing their retirement accumulations.~~

~~Employees participating in the 457(b) Voluntary Deferred Compensation Plan are able to allocate their contributions among TIAA-CREF accounts from five different asset classes, including equities, real estate, a balanced account, fixed income account, and a guaranteed account. As additional options become available and are announced by TIAA/CREF, they may be added to the Nebraska State College Retirement Plans.~~

### Transfer Policy

This plan does not permit transfers of retirement accumulations to investment accounts other than TIAA/CREF.

### Questions

Details of participation, current rates of withholding, retirement age, etc., are available in the current retirement plan agreement, copies of which are available in the Chancellor's office and each Colleges' Human Resource Director's office.

Any questions about the Retirement Plan or any requests for financial advice or retirement counseling, should be directed to TIAA/CREF.

### Social Security

Employees are entitled to benefits provided under the Social Security Act, subject to whatever conditions may be applied by the State of Nebraska or the United States government.

### Retirement Age

Retirement is permitted when employment ceases on or after attainment of age 55. Age based mandatory retirement is prohibited.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;  
State College Employees**

**Page 6 of 6**

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Legal Reference: RRS 85-195 University of Nebraska; State Colleges; Department of Public Institutions;  
retirement annuity contracts; purchases  
RRS 85-320 State colleges; retirement plan, establishment; terms; investment of funds

Policy Adopted: 1/28/77  
Policy Revised: 8/4/79  
Policy Revised: 2/7/83  
Policy Revised: 9/18/87  
Policy Revised: 12/8/89  
Policy Revised: 6/5/93  
Policy Revised: 5/8/96  
Policy Revised: 8/29/97  
Policy Revised: 4/1/99  
Policy Revised: 4/9/02  
Policy Revised: 2/10/05  
Policy Revised: 9/15/06  
Policy Revised: 6/6/08  
[Policy Revised:](#)

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION: Authorize System Office to Develop a Contract Template for Recruiters for International Students and Authorize the Chadron State College President to Sign and Execute Such Contracts for Chadron State**

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CSC has conducted considerable research and determined that engaging foreign student recruiting agents, on a contractual basis, is the most effective and efficient means for realizing its goal of increasing the number of on-campus international students.

The System Office and CSC request approval by the Board to enter into contracts for international recruiting services. The System Office and CSC further recommend the Chadron State College president be authorized to sign and execute such contracts. The contract template will be based on commonly accepted industry guidelines and practices and will be in compliance with Board Policy 7015.

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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**ACTION:      Approve Kaleidoscope Project Cooperative Agreement for Chadron State College**

Priority: Educational Excellence Throughout the System

- Goals:
1. Promote educational excellence through academic achievement
  2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers
  4. Strengthen academic programs

---

Chadron State plans to join in a project with a group of eight institutions that were involved in the Kaleidoscope grant that was funded last year by the Bill and Malinda Gates Foundation and the William & Flora Hewlett Foundation. The presidents and vice-presidents met several weeks ago to discuss how to continue the Kaleidoscope model of curriculum design, Open Educational Resources (OER) usage, and faculty collaboration. This group developed the attached Cooperative Agreement.

The presidents and vice presidents decided that a 501(c)(3) organization would be better positioned to seek grant funding as well as work with interested internal partners, in the future. This Agreement is short term and will only remain in place until the 501(c)(3) organization is formalized. At that time Chadron State will need to decide if it will continue as a partner in the formal organization.

The System Office recommends approval of the attached Cooperative Agreement.

## **KALEIDOSCOPE PROJECT COOPERATIVE AGREEMENT**

WHEREAS, students require timely access to the educational materials that support their academic success, regardless of socio-economic factors; and

WHEREAS, education can only be delivered in an environment of open exchange and sharing of knowledge, ideas, information and perspective; and

WHEREAS, the use of open educational resources increases instructor and student access to quality learning materials; and

WHEREAS, the benefit gained from faculty collaboration to jointly review and develop open courses not only enhances the course design, but also engages and stimulates faculty and improves their teaching; and

WHEREAS, the collaborative use of common open educational resources will increase our ability to discover, enrich, and sustain these open resources for use by our students, our partners and the world; and

WHEREAS, the Kaleidoscope Project intends to bring together partners, institutions of higher education, which share a common mission of supporting all students including those generally characterized as “at-risk students” to achieve their common academic goals. To support this mission, the partners intend to collaboratively develop, evaluate, improve, maintain, and update course designs that embrace open educational resources, create modules for each student learning outcome, and align on common summative assessments of the student learning outcomes; and

WHEREAS, Chadron State College desires to join with other Kaleidoscope Project partners as a founding member to create a formal organization that sustains and expands the efforts of the previous Kaleidoscope Grant. The formal Kaleidoscope Project organization will consist of a 501(c)(3) entity that provides for each partner to have representation on the governing board of the 501(c)(3) entity;

WHEREAS, Mercy College, Tompkins Cortland Community College, Cerritos College, Santa Anna College, College of the Redwoods, Santiago Canyon College, and Palo Verde College have similarly expressed an interest to join as Kaleidoscope Project partners to create the formal 501 (c)(3) organization;

NOW THEREFORE, Chadron State College hereby agrees to participate in the formation of the 501(c)(3) entity as a founding member in conjunction with other Kaleidoscope Project partners and agrees to work collaboratively through that entity to further the Kaleidoscope Project goals of the development, organization, and enhancement of open educational resources, and open educational environment, and open exchange.

Chadron State College reserves the right to terminate this Agreement at any time by providing notice in writing to all other partners that have also signed agreements committing to participate in this endeavor.

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Randy Rhine, Interim President  
Chadron State College

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Date

## Student Affairs, Marketing & Enrollment Committee

*Michelle Suarez, Chair*  
*Bob Engles*  
*Megan Nelson*  
*Joseph Fauver*  
*Madison Becker*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policies 3000; Admission Requirements; Undergraduate; General and 3010; Admission Requirements; Graduate**

Priority: Educational Excellence Throughout the System  
Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers  
Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students  
Priority: Financial Strength of the System  
Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

---

Board Policies 3000 and 3010 were revised to incorporate the new English language proficiency test as an additional avenue for international students whose first language is not English to provide evidence of proficiency in the English language. The System Office recommends approval of the revisions to these policies. Attached are copies of Board Policy 3000 and 3010.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3000 Admission Requirements; Undergraduate; General**

**Page 1 of 3**

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### BOARD POLICY

1. It is the policy of the Board and of the Colleges under its jurisdiction to prohibit illegal discrimination. No one shall be denied admission to or continuance in any college on the basis of race, color, sex, religion, age, disability, national origin, or any other factor prohibited by law;
2. The Board shall make such rules and regulations for the admission of students to the Colleges as may seem to be best for the interest of the Colleges and not inconsistent with the purpose for which they have been established; and
3. The Colleges shall admit as students those persons who have graduated from an accredited high school in Nebraska, or who present evidence of the achievement of an equivalent academic level to that of high school graduation, or evidence of eligibility for admission on the basis of special merit.
  - a. Achievement equivalent to a high school diploma may be demonstrated in the form of a High School Equivalency Certificate based on the General Educational Development examination, or an acceptable ACT or SAT score as determined by the individual College.
  - b. Each College shall assure that the process of admission on the basis of special merit will make provisions for a variety of circumstances, including allowance for special consideration to be given to non-traditional students who present evidence of being able to succeed, as well as returning adult students, students educated at home schools, and students who can provide evidence of special talents such as creative artists or those with unique educational experience or career achievements.
  - c. No one shall be denied admission to or continuance in any College on the basis of any individual characteristics other than qualifications for admission, academic performance and conduct in accord with State College policies, rules and laws applicable to student conduct.
4. The Colleges may admit as students those persons who are not residents of the State of Nebraska, provided that such non-residents meet the minimum standards applied to the Nebraska resident students, and that the Colleges have the necessary facilities and staff to accommodate such non-resident students.
5. The Colleges may admit as students those persons previously in attendance at a community college, college or university subject to the provisions in Board Policy 4430.
  - a. The transferring student must meet all the minimum requirements of either a resident or non-resident student, as the case may be.

### PROCEDURE

1. Each College may establish a cut-off date for the submission of complete credentials for admission, and any applicant who does not submit a complete application by that date may be required to delay entrance until a subsequent semester.
2. Pursuant to Board Policies 3100 and 3200, any College may deny or condition admission, readmission, or continuing enrollment of any individual who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the College and persons thereon.



## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

3. Except as provided in Procedures a and b below, all entering students must show a valid immunization record for measles, mumps, and rubella (MMR). This evidence must be presented prior to the issuance of federal form I-20 to obtain a visa. Prior to their first day of attendance in classes, applicants from foreign countries also are required to present a record of a TB skin test (Mantoux) or FDA-approved IGRA blood test (Quantiferon Gold or T-spot TB) completed within six (6) months prior to their first enrollment in addition to the above required record of immunization. If either of the tests is positive, a chest X-ray is required. The cost of the X-ray is borne by the student. If a student lives in a country which does not offer the TB tests, the student must undergo testing upon arrival at the College.

It is recommended that first year students living in College housing receive a meningococcal vaccination, but it is not required.

- a. A person qualifies for a medical exemption from the requirement to show proof of immunization when the person files a bona fide statement signed by a physician licensed to practice medicine within the United States verifying that the physical condition of the person seeking admission makes the required immunization unsafe and indicating the specific nature and probable duration of the condition. The exemption shall not extend beyond the period of the condition, which contraindicates immunization. A person qualifying for this exemption must sign a waiver form provided by the College stating that, if an outbreak of measles or rubella occurs at the College or surrounding community, the person may be subject to exclusion from the campus and College related activities during the outbreak period.
- b. A person qualifies for a religious exemption when the person files a notarized affidavit on an approved form that immunization is contrary to the religious tenets and practices of the signer. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubella occurs at the College or surrounding community, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
- c. A person qualifies for an exemption from the requirement to show proof of immunization when enrolled only in off-campus courses or courses offered off-campus by distance learning technology. This exemption will be revoked if, at any time, the student enrolls in on-campus courses. At that time, the student will be required to show proof of immunization during the first semester the student is enrolled on-campus.
- d. According to guidelines established by the Center for Disease Control and Prevention, a person born before 1957 need not submit proof of immunization for measles, mumps or rubella.
4. All first-time entering, first-year undergraduate students are encouraged to take the ACT or SAT and submit the results to the College to be used for academic planning and counseling purposes.
5. Except as provided below, the State Colleges shall require applicants whose first language is not English, to present evidence of proficiency in the use of the English language. Evidence of proficiency may be established by (1) a minimum Test of English as a Foreign Language (TOEFL) score of 550 for the paper based test with no section score lower than 56 points; or, (2) a minimum score of 79 for the internet based test; or, (3) a minimum score of 213 for the computer based test with no section score lower than 22 points.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3000 Admission Requirements; Undergraduate; General**

**Page 3 of 3**

~~Evidence of proficiency may be established with a minimum score of 6.5 on the International English Testing System (IELTS) in place of the TOEFL test. Evidence of proficiency may also be determined by the appropriate college administrator on a case by case basis or through partnership agreements with non-English institutions. Evidence of proficiency other than the minimum TOEFL scores, e.g. the International English Testing System (IELTS), may be determined by the appropriate College administrator on a case by case basis or through partnership agreements with non-English institutions.~~

- a. International applicants who have completed a minimum of six (6) credit hours of English composition with a “C” or better from an accredited American higher education institution; or, who provide evidence of successful completion of a recognized intensive English program are exempt from the requirement to provide evidence of English language proficiency.
- b. Academically qualified international applicants may be considered for conditional acceptance as degree-seeking students if they are enrolled in a recognized intensive English language program. Upon satisfactory completion of the program, and assuming all other admission requirements are met, they may be considered eligible for full admission as degree-seeking students to the College.

Legal Reference: RRS 85-310

State Colleges; students; admission

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 4/9/02

Policy Revised: 3/28/08

Policy Revised: 4/17/09

Policy Revised: 3/25/11

Policy Revised: 9/9/11

Policy Revised: 2/22/12

Policy Revised:

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3010 Admission Requirements;  
Graduate**

**Page 1 of 3**

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## BOARD POLICY

1. It is the policy of the Board and of the Colleges to prohibit illegal discrimination. No one shall be denied admission to, or continuance in, any College on the basis of race, color, sex, religion, age, disability, national origin, or any other factor prohibited by law.
2. The Board shall make such rules and regulations for the admission of students to the Colleges as may seem to be best for the interest of the Colleges and not inconsistent with the purpose for which they have been established.
3. The Colleges shall admit, as students, those persons who have a baccalaureate degree from an accredited institution. No one shall be denied admission to or continuance in any College on the basis of any individual characteristics other than qualifications for admission, academic performance and conduct in accord with College policies, rules and laws applicable to student conduct.
  - a. A student with a baccalaureate degree from an institution which is not accredited by one of the six regional associations of colleges and schools recognized by the Colleges (Middle States Association, New England Association, North Central Association, North West Association, Southern Association, and Western Association) may be accepted conditionally, subject to an evaluation after the completion of requirements for formal admission to a graduate degree program.
4. Students wishing to gain admission to graduate teacher education programs should have a baccalaureate degree with teaching credentials.
  - a. Conditional admission may be granted subject to the student's completion of requirements for teacher certification.
5. The Colleges may admit as students those persons who are not residents of the State of Nebraska, provided that such non-residents meet the minimum standards applied to the Nebraska resident students, and that the Colleges have the necessary facilities and staff to accommodate such non-resident students.

Except as provided below, all entering students must show a valid immunization record for measles, mumps, and rubella (MMR). This evidence must be presented prior to the issuance of federal form I-20 to obtain a visa. Prior to their first day of attendance in class, applicants from foreign countries also are required to present a record of a TB skin test (Mantoux) or FDA-approved IGRA blood test (Quantiferon Gold or T-spot TB) completed within six (6) months prior to their first enrollment in addition to the above required record of immunization. If either of the tests is positive, a chest X-ray is required. The cost of the X-ray is borne by the student. If a student lives in a country which does not offer the TB tests, the student must undergo testing upon arrival at the College.

- a. A person qualifies for a medical exemption from the requirement to show proof of immunization when the person files a bona fide statement signed by a physician licensed to practice medicine within the United States verifying that the physical condition of the person seeking admission makes the required immunization unsafe and indicating the specific nature and probable duration of the condition. The exemption shall not extend beyond the period of the condition which contraindicates immunization. A person qualifying for this exemption must sign a waiver form provided by the College stating that, if an outbreak of measles or rubella occurs at the College or surrounding community, the person may be subject to exclusion from the campus and College related activities during the outbreak period.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3010 Admission Requirements;  
Graduate**

**Page 2 of 3**

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- b. A person qualifies for a religious exemption when the person files a notarized affidavit on an approved form that immunization is contrary to the religious tenets and practices of the signer. A person qualifying for this exemption must sign a waiver form provided by the College stating that, if an outbreak of measles or rubella occurs at the College or surrounding community, the person may be subject to exclusion from the campus and College related activities during the outbreak period.
  - c. A person qualifies for an exemption from the requirement to show proof of immunization and the requirement to present a record of a TB skin or FDA-approved IGRA blood test (Quantiferon Gold or T-Spot TB) completed within six (6) months prior to first enrollment when enrolled in off-campus courses or courses offered off-campus by distance learning technology. This exemption will be revoked if, at any time, the student enrolls in on-campus courses, or at any time the student resides in on-campus housing. At that time, the student will be required to present a record of a TB skin or FDA-approved IGRA blood test (Quantiferon Gold or T-Spot TB) completed within the previous six (6) months and to show proof of immunization for measles, mumps, and rubella (MMR) during the first semester the student is taking courses on-campus.
  - d. According to guidelines established by the Center for Disease Control and Prevention, a person born before 1957 need not submit proof of immunization for measles, mumps or rubella.

### PROCEDURE

1. Each College may establish a cut-off date for the submission of complete credentials for admission, and any applicant who does not submit a complete application by that date may be required to delay entrance until a subsequent semester.
2. Pursuant to Board Policies 3001, 3100, and 3200, any College may deny or condition admission, readmission or continuing admission of any applicant who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the campus and persons thereon.
3. The Graduate Record Examination (GRE), or an equivalent examination appropriate to a professional field, is recommended. The cost of any exams shall be borne by the applicant.
4. Except as provided below, the State Colleges shall require applicants whose first language is not English to present evidence of proficiency in the use of the English language. Evidence of proficiency may be established by (1) a minimum Test of English as a Foreign Language (TOEFL) score of 550 for the paper based test with no section score lower than 56 points; or (2), a minimum score of 79 for the internet based test; or (3) a minimum score of 213 for the computer based test with no section score lower than 22 points. Evidence of proficiency may be established with a minimum score of 6.5 on the International English Testing System (IELTS) in place of the TOEFL test. Evidence of proficiency may also be determined by the appropriate college administrator on a case by case basis or through partnership agreements with non-English institutions. Evidence of proficiency other than the minimum TOEFL scores, e.g. the International English Testing System (IELTS), may be determined by the appropriate College administrator on a case by case basis or through partnership agreements with non-English institutions.
  - a. International applicants who have an earned undergraduate degree from an accredited American higher education institution; who have completed a minimum of six (6) credit hours of English composition with a “C” or better from an accredited American higher education institution; or, who provide evidence of successful completion of a recognized intensive English program are exempt from the requirement to provide evidence of English language proficiency.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3010 Admission Requirements;  
Graduate**

**Page 3 of 3**

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- b. Academically qualified international applicants may be considered for conditional acceptance as degree-seeking students if they are enrolled in a recognized intensive English language program. Upon satisfactory completion of the program, and assuming all other admission requirements are met, they may be considered eligible for full admission as degree seeking students to the College.

Legal Reference: RRS 85-310

State Colleges; students; admission

Policy Adopted: 6/5/93

Policy Revised: 6/3/10

Policy Revised: 3/25/11

Policy Revised: 2/22/12

[Policy Revised:](#)

## Student Affairs, Marketing & Enrollment Committee

*Michelle Suarez, Chair*  
*Bob Engles*  
*Megan Nelson*  
*Joseph Fauver*  
*Madison Becker*

June 15, 2012

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**ACTION: First & Final Round Approval of Board Policy 3020; Sexual Violence or Sexual Harassment Reporting, Policies and Procedures**

Priority: Educational Excellence Throughout the System  
Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers  
Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students  
Priority: Financial Strength of the System  
Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

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Board Policy 3020 was created to provide guidelines for handling sexual violence and harassment issues. The System Office recommends approval of this policy. Attached is a copy of Board Policy 3020.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3020**

**Sexual Violence or Sexual Harassment  
Reporting, Policies and Procedures**

**Page 1 of 5**

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## **BOARD POLICY**

The Board of Trustees of the Nebraska State Colleges is committed to providing an environment in which all students who participate in College programs and activities can work together in an atmosphere free from unlawful discrimination, harassment, or violence. Sexual violence and sexual harassment are prohibited by law and by Board policy and the Colleges will not tolerate sexual violence or sexual harassment in any form, including, but not limited to, sexual assault; acquaintance, date or stranger rape; non-consensual sexual intercourse; sexual cyber harassment or sexual bullying. The Colleges will take appropriate action to prevent, correct, and discipline harassing or violent behavior that is found to violate Board policies and principles of equal opportunity and access.

This policy provides guidance for what students should do if they have been victims of sexual violence or sexual harassment, and what the Colleges will do if such violence or harassment occurs. A student alleged to have committed sexual violence or sexual harassment can be disciplined under the Code of Student Conduct and/or prosecuted under Nebraska criminal statutes. Additional Board Policies, Employee Handbooks and Collective Bargaining Agreements, also apply to employees alleged to have committed sexual violence or sexual harassment.

The Colleges have a responsibility to respond to reports of sexual violence or sexual harassment and attend to the needs of the students who are involved. Reports of sexual violence and sexual harassment are taken with the utmost seriousness, and the student will be promptly referred to the appropriate persons or resources for assistance. The Colleges are also responsible to ensure that the individual charged with committing such violence or harassment is treated fairly. Individuals are presumed innocent unless proven responsible, and will also be referred to appropriate services for assistance.

### Definitions

**Sexual Harassment:** Unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment of a student has the potential to deny or limit, on the basis of sex, the student's ability to participate in or to receive benefits, services, or opportunities in College programs. Sexual harassment of students is, therefore, a form of sex discrimination prohibited by federal law (Title IX).

**Sexual Violence:** Any intentional act of sexual contact (touching or penetration) that is accomplished toward another without his/her consent. Such acts may include, but are not limited to, forced oral sex, forced anal penetration, insertion of foreign objects into the body and any act of sexual intercourse "against someone's will." This includes, but is not limited to, the use of a weapon, physical violence or restraint, verbal threats, intimidation, and threats of retaliation or harm.

Consent: Positive cooperation in the act or expressing intent to engage in the act. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved. A person who is giving consent cannot be under the influence of drugs or alcohol, unconscious, passed out, coming in and out of consciousness, under the threat of violence, injury or other forms of coercion, and cannot have a disorder or disability that would impair his/her understanding of the act.

The presence or absence of consent is based on the totality of circumstances, including the context in which an alleged incident occurred. The fact that a student was under the influence of drugs/alcohol may be considered in determining whether that person had consented to the act in question. Consent may not be inferred from silence or passivity alone.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3020**

### **Sexual Violence or Sexual Harassment Reporting, Policies and Procedures**

**Page 2 of 5**

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**Student:** An individual for whom the College maintains records and who is currently enrolled or registered in an academic program or who has completed the immediately preceding term and is eligible for re-enrollment.

#### Reporting

Reports can be filed by the alleged victim or a third party who is aware of allegations of sexual violence or harassment, including other students or College employees. Reports should be filed with one of the designated College administrators and/or employees responsible for student services, as follows:

- President
- Vice Presidents
- Deans
- College Title IX Coordinator (*contact information is listed below*)
- Dean of Students
- Housing/Residence Life Staff to include:
  - Directors
  - Managers
  - Assistant Directors
  - Senior Residence Hall Advisors
  - Residence Hall Advisors
- Coaches and Assistant Coaches
- Campus Security Officers

Reports to the above designated administrators or employees will constitute “notice” to the College for the purposes of considering an investigation and institutional response in conjunction with the Title IX Coordinator.

College employees (even medical or mental health professionals identified below) are required by law to report any allegations of sexual abuse or assault of a minor to either law enforcement or the Department of Health and Human Services.

*Exception Regarding Employee Reporting:* the law recognizes and protects the confidentiality of communications between a person seeking care and a medical or mental health professional. Medical or mental health professionals employed by the Colleges (Licensed Student Counselors and Nurses) respect and protect confidential communications from students, faculty, and staff to the extent they are legally able to do so. Employees may have to breach a confidence, however, when they perceive an immediate and serious threat to any person or property.

#### Confidentiality

The College appreciates the privacy concerns inherent in allegations of sexual violence or sexual harassment. To protect students’ privacy rights, the names of students or other identifying information, especially that which is contained in written documents and notes, will only be disclosed to third parties if prior written permission is given by the student concerned, unless disclosure is otherwise required by law. If an alleged victim is under the age of eighteen (18) years, the College will obtain consent from the parents or guardians prior to beginning an investigation or disclosing information, unless otherwise required by law.



## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3020**

### **Sexual Violence or Sexual Harassment Reporting, Policies and Procedures**

**Page 3 of 5**

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If the alleged victim requests confidentiality or asks that the report not be pursued, the College will take all reasonable steps to investigate and respond to the report consistent with the request for confidentiality or request not to pursue an investigation.

#### Disciplinary Processes

Processes and procedures described in Board Policies 3100 and 3200 may be used subsequent to a sexual violence or sexual harassment investigation to address cases of student misconduct, due process and discipline. If the alleged perpetrator is an employee, other Board Policies or Collective Bargaining Agreements will determine the due process steps and disciplinary consequences.

#### Law Enforcement

Alleged victims should be advised that physical evidence can be collected at the same time as medical care is provided, but that medical evidence for a criminal prosecution cannot be collected without a report being made to local law enforcement. It is important that students make an informed decision regarding important physical evidence that can be preserved.

While students are not *required* to notify law enforcement authorities regarding a report of sexual violence or sexual harassment, reports still need to be filed with Campus Security to inform them that an act of violence may have occurred. Campus Security shall notify the Title IX Coordinator, who is responsible for coordinating the College response to the reports of sexual violence and sexual harassment. Pursuant to federal law, the College has a legal responsibility for documenting and reporting an incidence of sexual violence and sexual harassment.

Regardless of whether or not the law enforcement authorities choose to prosecute a reported offense, the College can pursue formal disciplinary action against a student or employee alleged to have committed sexual violence or sexual harassment.

#### Title IX Coordinators

Ms. Kara Vogt  
Chadron State College  
1000 Main Street  
Chadron, NE 69337  
(308) 432-6224

Ms. Eulanda Cade  
Peru State College  
PO Box 10  
Peru, NE 68421-0010  
(402) 872-2230

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3020**

### **Sexual Violence or Sexual Harassment Reporting, Policies and Procedures**

**Page 4 of 5**

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#### Investigation Procedures

*Note: While this policy and procedures are written primarily for the benefit of students, the same procedures shall also apply in the event either the individual reporting the sexual violence or sexual harassment, or the alleged perpetrator, is not a student. Similarly, while the procedures assume that the incident occurred on or near College property or at an official College function or activity, some of these procedures may also apply if an alleged incident occurs off campus or in a setting unrelated to College functions/activities.*

- 1) An initial report may occur by telephone, email, in writing or in person. When an initial report of sexual violence or sexual harassment is received by any designated administrator or employee (listed in this Policy under “Reporting”), the initial report shall be shared with the Title IX Coordinator as quickly as possible.
- 2) The Title IX Coordinator or designee will contact the alleged victim for the following purposes:
  - To ask questions in order to gain a better understanding regarding the nature of the incident;
  - To explain confidentiality and reporting requirements;
  - To explain the investigatory process, law enforcement options, and possible consequences;
  - To provide information about resources that are available to the individual; and,
  - To ask if the alleged victim wishes for the report to be pursued through an investigation or not. (If the alleged victim requests confidentiality, or asks that the report not be pursued, the College will take all reasonable steps to investigate and respond to the report consistent with the request for confidentiality or request not to pursue an investigation, if possible. The request will be evaluated and weighed against the College’s responsibility to provide a safe and nondiscriminatory environment.)
- 3) The Title IX Coordinator or designee, after consultation with the NSCS General Counsel, will determine if an investigation will be conducted.
- 4) If an investigation will be conducted, the Title IX Coordinator or designee will immediately begin an investigation and will take steps to complete the investigation within ninety (90) calendar days after receipt of the report, if possible. The College is committed to a complete and impartial investigation of reports of sexual violence or sexual harassment, including the opportunity for both parties to present witnesses and other evidence. Investigations will occur as quickly as possible, but the complexity of the investigation, the severity and the extent of the harassment or number of involved parties can impact the duration.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3020**

## **Sexual Violence or Sexual Harassment Reporting, Policies and Procedures**

**Page 5 of 5**

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The investigation shall consist of:

- Reviewing all related written statements or reports;
  - Interviewing the alleged victim, alleged perpetrator and other witnesses;
  - Reviewing applicable College records; and,
  - Reviewing other relevant material and evidence.
- 5) The Title IX Coordinator or designee will provide parties involved in the investigation with periodic updates while an investigation is pending, consistent with Family Educational Rights and Privacy Act (FERPA) restrictions.
- 6) At the conclusion of the investigation, the Title IX Coordinator or designee will make a determination regarding the report using a “preponderance of the evidence” standard (more likely than not that sexual violence or harassment occurred) and will provide the recommendation to the Vice President responsible for Student Affairs and the President.
- 7) Within ten (10) working days from receipt of the Title IX Coordinator’s or designee’s recommendation, the Vice President or President will issue a written statement to the alleged victim, the alleged perpetrator and the Title IX Coordinator regarding the outcome of the investigation and if disciplinary proceedings will commence. In the event that disciplinary proceedings commence at the conclusion of the investigation, the College has an obligation to disclose the outcome of the disciplinary proceedings to the student who reports being the victim of sexual violence.

***Note: Title IX prohibits retaliation for reporting parties and any individuals participating in an investigation. The College will not only take steps to prevent retaliation but will also take strong responsive action if it occurs.***

### Resources

The Title IX Coordinator will have available contact and referral information for counseling/mental health services, medical services, law enforcement, and educational resources.

Policy Adopted: \_\_\_\_\_ Effective: 7/1/12

## Fiscal, Facilities & Audit Committee

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: Approve the 2012-2013 Board Rate Proposals as Submitted by the Colleges**

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategies: b. Increase number of students in residential housing

f. Keep Board of Trustees informed on the financial status of the colleges and system

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The Colleges have submitted proposals for their respective board rates for the 2012-2013 fiscal year as follows. Detailed information is found on the following pages.

2012-2013 Proposals	Chadron	Peru	Wayne
19-Meal Plan Rate Increases +\$100/7 Day Plan	3.02%	N/A	N/A
15-Meal Plan Rate Increases +\$85/7 Day Plan	N/A	5.01%	3.70%

Meal Plan Proposals	Chadron	Peru	Wayne
14 meal +\$100/7 day per sem.	\$1,298	N/A	N/A
15 meal +\$135/7 day per sem	N/A	N/A	\$1,540
15 meal +\$85/7 day per sem.	N/A	\$1,278	N/A
10 meal +\$165/7 day per sem	N/A	N/A	\$1,540
10 meal +\$115/7 day per sem.	N/A	N/A	N/A
10 meal +\$50/7 day per sem	N/A	\$865	N/A
19 meal +\$100/7 day per sem.	\$1,432	N/A	\$1,540
19 meal +\$50/7 day per sem.	N/A	N/A	N/A
9 meal +\$100/7 day per sem.	\$1,241	N/A	N/A
5 meal +\$50/5 day per sem.	N/A	N/A	\$540
5 meal/5 day per sem.	\$557	\$437	N/A
3 meal +\$225/5 day per sem.	N/A	N/A	\$540
135 meal + \$200 per sem.	\$1,196	N/A	N/A
Meal Plan with No Restrictions	N/A	\$1,474	N/A

**Chadron State College  
Board Rate Proposal  
2012-13**

<b>Board Rates</b>					
	Actual 2010-11	Actual 2011-12	Proposed 2012-13	Difference	Percent Change
19 Meal +\$100/7 Day Plan	\$ 1,343	\$ 1,390	\$ 1,432	\$ 42	3.02%
14 Meal + \$100/7 Day Plan	\$ 1,217	\$ 1,260	\$ 1,298	\$ 38	3.02%
9 Meal + \$100/7 Day Plan	\$ 1,164	\$ 1,205	\$ 1,241	\$ 36	2.99%
5 Meal + \$250/7 Day Plan	\$ 1,188	\$ 1,230			0.00%
135 Meal Block Plan + \$200	\$ 1,122	\$ 1,161	\$ 1,196	\$ 35	3.01%
5 Meal Commuter Plan	\$ 523	\$ 541	\$ 557	\$ 16	2.96%

**Peru State College  
Board Rate Proposal  
2012-13**

<b>Board Rates</b>					
	Actual 2010-11	Actual 2011-12	Proposed 2012-13	Difference	Percent Change
Meal Plan - 5 Meals/5 Days	\$ 400	\$ 416	\$ 437	\$ 21	5.05%
Meal Plan* - 10 Meals/7 days + \$50	N/A	N/A	\$ 865	N/A	N/A
Meal Plan - 15 Meals/7 Days + \$85	\$ 1,170	\$ 1,217	\$ 1,278	\$ 61	5.01%
Meal Plan - No Restrictions	\$ 1,350	\$ 1,404	\$ 1,474	\$ 70	4.99%
* Nicholas and Pate Apartments only					

**Wayne State College  
Board Rate Proposal  
2012-13**

<b>Board Rates*</b>					
	Actual 2010-11	Actual 2011-12	Proposed 2012-13	Difference	Percent Change
19 Meal +\$50/7 Day Plan; proposed + \$100**	\$1,440	\$1,485	\$1,540	\$55	3.7%
15 Meal +\$85/7 Day Plan; proposed + \$135**	\$1,440	\$1,485	\$1,540	\$55	3.7%
10 Meal +\$115/7 Day Plan; proposed + \$165*	\$1,440	\$1,485	\$1,540	\$55	3.7%
<b>Commuter Plans</b>					
5-Meal/5 Day Plan; proposed + \$50	\$507	\$522	\$540	\$18	3.4%
3-Meal +\$175/5 Day Plan; proposed + \$225	\$507	\$522	\$540	\$18	3.4%

\* Per Semester

\*\* Proposal for 2012-13 also allows transferability for the 19-, 15-, and 10-meal plans.

Transfer amounts are \$3.95/breakfast; \$6.25/lunch & dinner.

\*Per Semester

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

**ACTION: Approve Revised Operating Budgets for 2011-2012**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system

g. Continually find ways to stretch limited resources as far as possible

The budgets have been revised to reflect encumbrances and carry forwards from 2010-11, cash fund adjustments approved by the Board of Trustees, as well as the Nebraska Opportunity Grant and other funds received through the Coordinating Commission for Postsecondary Education. Federal funds awarded during 2011-12 are also included.

A table comparing the preliminary budgets along with the revised budgets follows.

**2011-2012 OPERATING BUDGETS**

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
<b>General Fund</b>	\$15,495,506	\$15,495,506	\$8,500,699	\$8,599,170	\$19,502,456	19,512,478
<b>Cash Fund</b>	8,283,790	10,050,066	7,095,455	8,569,840	13,769,986	18,690,691
<b>Federal Funds</b>	13,650,000	16,151,299	12,820,000	12,904,022	20,229,000	20,839,539
<b>TOTAL</b>	\$37,429,296	\$41,696,871	\$28,416,154	\$30,073,032	\$53,501,442	\$59,042,708



**CHADRON STATE COLLEGE  
2011-12 REVISED OPERATING BUDGET**

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<u>Permanent Staff:</u>									
Faculty FTE	89.00								89.00
Professional Staff FTE	2.00		3.17	35.92	22.74	29.60			93.43
Support Staff FTE	1.00		2.00	13.16	6.50	14.50	30.38		67.54
Salaries	5,918,798	0	250,578	2,070,074	1,331,364	2,172,636	808,159		12,551,609
Benefits	1,606,643		76,452	601,118	260,352	827,704	316,104		3,688,373
<b>Total Permanent Salaries &amp; Benefits</b>	<b>7,525,441</b>	<b>0</b>	<b>327,030</b>	<b>2,671,193</b>	<b>1,591,716</b>	<b>3,000,339</b>	<b>1,124,263</b>	<b>0</b>	<b>16,239,982</b>
<u>Temporary Staff:</u>									
Part-time Faculty FTE	19.13								19.13
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.00	0.00	0.00	21.00
Other Student FTE	1.00	0.20	4.60	3.43	3.40	3.00	3.00	0.00	18.63
Other Straight-time FTE									
Other FTE									
Salaries	708,432	13,270	64,648	86,136	90,612	137,122	62,711	0	1,162,930
Benefits									0
<b>Total Temporary Salaries &amp; Benefits</b>	<b>708,432</b>	<b>13,270</b>	<b>64,648</b>	<b>86,136</b>	<b>90,612</b>	<b>137,122</b>	<b>62,711</b>	<b>0</b>	<b>1,162,930</b>
<b>Total Personal Services</b>	<b>\$8,233,873</b>	<b>\$13,270</b>	<b>\$391,678</b>	<b>\$2,757,329</b>	<b>\$1,682,328</b>	<b>\$3,137,461</b>	<b>\$1,186,974</b>	<b>\$0</b>	<b>\$17,402,912</b>
Total Operating Expenses	374,027	4,001	21,497	404,526	658,196	2,076,136	1,255,303	0	4,793,686
Total Supplies	393,090	6,229	37,250	319,404	201,235	465,984	325,590	0	1,748,783
Total Travel	250,883	0	5,574	31,942	156,065	67,781	1,404	0	513,648
Total Capital Outlay	70,217	0	0	256,800	0	363,242	75,000	0	765,259
Tuition Remissions and Exemptions	54,542				1,435	13,132	0	252,175	321,284
<b>Total General/Cash Budget</b>	<b>\$9,376,633</b>	<b>\$23,500</b>	<b>\$456,000</b>	<b>\$3,770,000</b>	<b>\$2,699,259</b>	<b>\$6,123,736</b>	<b>\$2,844,271</b>	<b>\$252,175</b>	<b>\$25,545,572</b>
Federal FTE	0.00	0.00	2.00	1.00	0.00	1.00	0.00	3.92	7.92
<b>Total Federal Funds</b>	<b>70,000</b>	<b>112,138</b>	<b>56,000</b>		<b>431,161</b>	<b>1,000</b>	<b>0</b>	<b>15,481,000</b>	<b>16,151,299</b>
<b>Total Expenditures</b>	<b>\$9,446,633</b>	<b>\$135,638</b>	<b>\$512,000</b>	<b>\$3,770,000</b>	<b>\$3,130,420</b>	<b>\$6,124,736</b>	<b>\$2,844,271</b>	<b>\$15,733,175</b>	<b>\$41,696,871</b>
<b><u>Fund Sources</u></b>									
General Funds*	\$7,292,284	\$0	\$103,000	\$2,674,000	\$1,685,400	\$2,585,822	\$1,155,000		15,495,506
Cash Funds**	2,084,348	23,500	353,000	1,096,000	1,013,859	3,537,914	1,689,270	252,175	10,050,066
Federal Funds	70,000	112,138	56,000	0	431,161	1,000	0	15,481,000	16,151,299
<b>Total Funds</b>	<b>\$9,446,632</b>	<b>\$135,638</b>	<b>\$512,000</b>	<b>\$3,770,000</b>	<b>\$3,130,420</b>	<b>\$6,124,736</b>	<b>\$2,844,270</b>	<b>\$15,733,175</b>	<b>\$41,696,871</b>

General Funds Budget include appropriation of \$15,495,506 an no carryforward funds.

Cash Funds Budget includes new appropriation of \$7,900,727 adjustment for tuition/fee increase of \$383,063, adjustment for NOG funding \$252,175 and carryforward of \$1,514,101. It does not include 901 appropriation \$401,213, program 933 appropriation \$775,000 and 935 appropriation \$775,000.

Cash fund expenditures do not include program 901 expenditures \$11,303, program 933 expenditures \$55,602 and program 935 expenditures \$34,664.

**PERU STATE COLLEGE  
2011-12 REVISED OPERATING BUDGET**

June 15, 2012

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<u>Permanent Staff:</u>									
Faculty FTE	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48.00
Professional Staff FTE	3.92	0.75	0.00	14.76	13.96	18.00	2.00	0.00	53.39
Support Staff FTE	6.00	0.00	0.00	4.00	4.00	11.00	20.00	0.00	45.00
Salaries	3,743,120	47,336	0	1,079,141	881,406	1,727,747	703,408	0	8,182,158
Benefits	1,074,461	11,721	0	315,929	308,390	458,286	310,338	0	2,479,125
Total Permanent Salaries & Benefits	4,817,581	59,057	0	1,395,070	1,189,796	2,186,033	1,013,746	0	10,661,283
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.20	0.60	1.20	0.00	0.50	0.25	0.00	2.75
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	891,237	7,250	18,627	65,878	120,826	38,700	23,148	0	1,165,666
Benefits	68,140	550	1,434	5,048	6,886	2,980	1,783	0	86,821
Total Temporary Salaries & Benefits	959,377	7,800	20,061	70,926	127,712	41,680	24,931	0	1,252,487
<b>Total Personal Services</b>	<b>\$5,776,958</b>	<b>\$66,857</b>	<b>\$20,061</b>	<b>\$1,465,996</b>	<b>\$1,317,508</b>	<b>\$2,227,713</b>	<b>\$1,038,677</b>	<b>\$0</b>	<b>\$11,913,770</b>
Total Operating Expenses	1,022,637	68,412	0	733,259	772,074	1,359,757	1,169,495	0	5,125,634
Total Supplies	0	3,958	0	0	0	0	0	0	3,958
Total Travel	0	19,230	0	0	0	0	0	0	19,230
Total Capital Outlay	0	0	0	0	0	0	0	0	0
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	264,875	264,875
<b>Total General/Cash Budget</b>	<b>\$6,799,595</b>	<b>\$0</b>	<b>\$20,061</b>	<b>\$2,199,255</b>	<b>\$2,089,582</b>	<b>\$3,587,470</b>	<b>\$2,208,172</b>	<b>\$264,875</b>	<b>\$17,169,010</b>
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
<b>Total Federal Funds</b>	<b>0</b>	<b>158,457</b>	<b>0</b>	<b>0</b>	<b>322,484</b>	<b>550,000</b>	<b>0</b>	<b>11,873,081</b>	<b>12,904,022</b>
<b>Total Expenditures</b>	<b>\$6,799,595</b>	<b>\$158,457</b>	<b>\$20,061</b>	<b>\$2,199,255</b>	<b>\$2,412,066</b>	<b>\$4,137,470</b>	<b>\$2,208,172</b>	<b>\$12,137,956</b>	<b>\$30,073,032</b>
<b><u>Fund Sources</u></b>									
General Funds (1)	\$2,800,418	\$0	\$0	\$1,395,070	\$1,189,796	\$2,186,033	\$1,013,746	\$14,107	\$8,599,170
Cash Funds (2)	3,999,177	0	20,061	804,185	899,786	1,401,437	1,194,426	250,768	8,569,840
Federal Funds (3)	0	158,457	0	0	322,484	550,000	0	11,873,081	12,904,022
<b>Total Funds</b>	<b>\$6,799,595</b>	<b>\$158,457</b>	<b>\$20,061</b>	<b>\$2,199,255</b>	<b>\$2,412,066</b>	<b>\$4,137,470</b>	<b>\$2,208,172</b>	<b>\$12,137,956</b>	<b>\$30,073,032</b>

(1) General Fund Appropriation: \$8,500,699. Carried forward from FY 10.11: \$98,471. Total available: \$8,599,170.

(2) Cash Fund Appropriation: \$7,095,455. Carried forward from FY 10.11: \$1,223,617. NOG, ACE, AET Allocation: \$250,768 Total available, Programs 821-828: \$8,569,840.

(3) Federal Appropriation: \$12,820,000. Carried forward from FY 10.11: \$84,022. Total available: \$12,904,022

(4) Total Appropriation: \$30,073,032

WAYNE STATE COLLEGE  
2011-12 REVISED OPERATING BUDGET

June 15, 2012

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
<b>Personal Services</b>									
<u>Permanent Staff:</u>									
Faculty FTE	123.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.84
Professional Staff FTE	4.09	0.00	0.00	26.00	35.69	27.41	3.65	0.00	96.84
Support Staff FTE	15.92	0.00	0.00	9.50	8.49	23.00	38.25	0.00	95.16
Salaries	9,860,685	0	0	1,751,434	2,058,070	2,160,239	1,323,270	0	17,153,698
Benefits	3,095,978	0	0	593,308	686,375	1,096,232	564,393	0	6,036,286
Total Permanent Salaries & Benefits	12,956,663	0	0	2,344,742	2,744,445	3,256,471	1,887,663	0	23,189,984
<u>Temporary Staff:</u>									
Part-time Faculty FTE	36.89	0.00	0.00	0.00	0.80	0.00	0.00	0.00	37.69
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.50	0.00	0.00	0.00	8.00
Federal Work-Study FTE	0.25	0.00	0.00	0.50	0.03	0.13	0.07	0.00	0.98
Other Straight-time FTE	1.70	0.00	2.00	9.10	7.50	6.90	3.90	0.00	31.10
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	905,262	0	24,500	176,730	226,426	146,761	74,611	0	1,554,290
Benefits	69,255	0	1,875	3,520	7,325	11,227	2,707	0	95,909
Total Temporary Salaries & Benefits	974,517	0	26,375	180,250	233,751	157,988	77,318	0	1,650,199
<b>Total Personal Services</b>	<b>13,931,180</b>	<b>0</b>	<b>26,375</b>	<b>2,524,992</b>	<b>2,978,196</b>	<b>3,414,459</b>	<b>1,964,981</b>	<b>0</b>	<b>24,840,183</b>
Total Operating Expenses	1,780,909	0	125,494	515,036	718,092	931,789	1,906,974	0	5,978,294
Total Supplies	1,655,845	1,500	157,620	644,029	600,740	989,093	905,669	0	4,954,496
Total Travel	298,455	0	2,771	165,000	405,000	125,000	41,891	0	1,038,117
Total Capital Outlay	250,000	0	0	284,000	13,036	98,938	250,000	0	895,974
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	496,105	496,105
<b>Total General/Cash Budget</b>	<b>17,916,389</b>	<b>1,500</b>	<b>312,260</b>	<b>4,133,057</b>	<b>4,715,064</b>	<b>5,559,279</b>	<b>5,069,515</b>	<b>496,105</b>	<b>38,203,169</b>
<b>FEDERAL FUNDS</b>									
FTE	4.29	0.00	0.00	0.00	5.21	4.09	0.00	7.05	20.64
<b>Total Federal Funds</b>	<b>492,437</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>459,445</b>	<b>372,431</b>	<b>310,500</b>	<b>19,204,726</b>	<b>20,839,539</b>
<b>Total Expenditures</b>	<b>18,408,826</b>	<b>1,500</b>	<b>312,260</b>	<b>4,133,057</b>	<b>5,174,509</b>	<b>5,931,710</b>	<b>5,380,015</b>	<b>19,700,831</b>	<b>59,042,708</b>
<b>Fund Sources</b>									
General Funds*	10,285,453	0	0	1,987,995	2,509,940	3,021,305	1,707,785	0	19,512,478
Cash Funds*	7,630,936	1,500	312,260	2,145,062	2,205,124	2,537,974	3,361,730	496,105	18,690,691
Federal Funds	492,437	0	0	0	459,445	372,431	310,500	19,204,726	20,839,539
<b>Total Funds</b>	<b>18,408,826</b>	<b>1,500</b>	<b>312,260</b>	<b>4,133,057</b>	<b>5,174,509</b>	<b>5,931,710</b>	<b>5,380,015</b>	<b>19,700,831</b>	<b>59,042,708</b>

\*General Funds: Includes new appropriation of \$19,502,456 and carryforward balance of \$10,022.

\*Cash Funds: Includes new appropriation of \$13,223,944, adjustment for tuition/fee increases of \$546,042, approved carryforward of \$4,424,600, 11-12 NOG funds of \$472,605, 11-12 NDE Attracting Excellence to Teaching funds of \$24,000 and 10-11 NOG funds of \$500 returned.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

**ACTION: Approve Revised Revenue Bond Budgets for 2011-2012**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
 4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
 g. Continually find ways to stretch limited resources as far as possible

The Colleges have submitted their revised revenue bond budgets for the 2011 -2012 fiscal year.

Board Policy 9005 requires Chadron and Wayne to maintain a 110% debt service coverage and Peru to maintain 125%. The budgets indicate the colleges will exceed required debt service coverage as follows:

	<u>Preliminary</u>	<u>Revised</u>
Chadron	279%	372%
Peru	232%	211%
Wayne	185%	186%

NEBRASKA STATE COLLEGE SYSTEM  
 2011-2012 REVENUE BOND OPERATIONS BUDGET  
**CHADRON STATE COLLEGE**

June 15, 2012

\*\*\*REVISED BUDGET\*\*\*

Revised  
***Budgeted***  
***FY 2012***

**Revenues:**

Dormitory Rentals	\$2,300,000
Apartment/House Rentals	\$215,000
Facilities Rentals	\$28,000
Food Service Contracts	2,175,000
Food Service Commissions	370,000
Facilities Fees*	985,000
Bookstore Commissions	100,000
Investment/Interest Income	15,000
Other Income	110,000
<b>Total Revenues</b>	<b><u>\$6,298,000</u></b>

**Expenditures:**

Salaries and Benefits	\$1,600,000
Utilities	500,000
Insurance	30,000
Equipment & Furnishings	15,000
Capital Outlay	15,000
Telephone/Cable T.V & Internet Services	170,000
Supplies	120,000
Repairs and Maintenance	200,000
Other Operating Expenses	100,000
Subtotal - Operations and Maintenance	<b><u>\$2,750,000</u></b>
Food Service Payments	1,780,000
Debt Service	474,861
Total Expenditures	<b><u>\$5,004,861</u></b>

***Available for Distribution***

to Subsidiary Funds	<b><u><u>\$1,293,139</u></u></b>
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***Debt Service Coverage Ratio*** **372.32%**

\*All student derived fees

June 15, 2012

**NEBRASKA STATE COLLEGE SYSTEM  
2011-12 REVENUE BOND OPERATIONS BUDGET**

**PERU STATE COLLEGE**

**\*\*\*REVISED BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>REVISED BUDGET FY 2012</b>
Residence Hall/Dormitory Rentals	1,050,463
Apartment/House Rentals	96,170
Facilities Rentals	34,472
Food Service Contracts	1,086,909
Food Service Commissions	26,095
Facilities Fees	568,674
Bookstore Commissions/Income	33,874
Trustee Investment/Interest Income	25,038
Parking Fees/Fines	6,640
Other	34,348
<b>TOTAL REVENUE</b>	<b>2,962,683</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	515,995
Utilities	260,391
Insurance	26,836
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	45,827
Supplies	104,695
Repairs and Maintenance	98,305
Other Operating Expenses	35,943
Operations/Maintenance Total	1,087,992
Food Service Payments	1,081,349
Debt Service	375,692
<b>TOTAL EXPENSES</b>	<b>2,545,033</b>

Available for Distribution to Subsidiary Funds 417,650

**DEBT SERVICE COVERAGE RATIO 211.17%**

June 15, 2012

**NEBRASKA STATE COLLEGE SYSTEM  
2011-12 REVENUE BOND OPERATIONS BUDGET**

**WAYNE STATE COLLEGE**

**\*\*\*REVISED BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>PROPOSED BUDGET FY12</b>
Residence Hall/Dormitory Rentals	3,110,000
Apartment/House Rentals	6,000
Facilities Rentals	6,600
Food Service Contracts	3,952,063
Food Service Commissions	48,000
Facilities Fees	1,110,000
Bookstore Commissions/Income	152,005
Trustee Investment/Interest Income	130,000
Parking Fees/Fines	90,000
Other	135,000
<b>TOTAL REVENUE</b>	<b>8,739,668</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	2,365,635
Utilities	800,000
Insurance	35,000
Equipment & Furnishings	101,900
Capital Outlay	70,000
Telephone/Cable Television/Internet	300,000
Supplies	240,000
Repairs and Maintenance	200,000
Other Operating Expenses	159,260
Operations/Maintenance Total	4,271,795
Food Service Payments	2,345,000
Debt Service	1,142,307
<b>TOTAL EXPENSES</b>	<b>7,759,102</b>
Available for Distribution to Subsidiary Funds	980,566

**DEBT SERVICE COVERAGE RATIO** **185.84%**

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:        Approve the Preliminary 2012-2013 Operating Budgets as Submitted by the System Office and the Colleges**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

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The System Office and the Colleges have prepared recommended operating budgets for FY 2012-2013, with the General, Cash and Federal Fund amounts based on the approved distribution of funds. These budgets provide the basis for the initial distribution of appropriations for FY 2012-13.



**CHADRON STATE COLLEGE  
2012-13 PRELIMINARY BUDGET**

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<b><u>Permanent Staff:</u></b>									
Faculty FTE	89.00								89.00
Professional Staff FTE	2.00		3.17	35.92	22.74	29.60			93.43
Support Staff FTE	1.00		2.00	13.16	6.50	14.50	30.38		67.54
Salaries	5,537,000		225,000	2,230,000	1,295,000	1,932,000	877,000	0	12,096,000
Benefits	1,895,000		83,000	699,000	461,000	850,000	399,511	0	4,387,511
<b>Total Permanent Salaries &amp; Benefits</b>	<b>7,432,000</b>	<b>0</b>	<b>308,000</b>	<b>2,929,000</b>	<b>1,756,000</b>	<b>2,782,000</b>	<b>1,276,511</b>	<b>0</b>	<b>16,483,511</b>
<b><u>Temporary Staff:</u></b>									
Part-time Faculty FTE	19.13								19.13
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.00	0.00	0.00	21.00
Other Student FTE	1.00	0.20	4.60	3.43	3.40	3.00	3.00	0.00	18.63
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	740,000	2,500	70,000	101,000	97,000	78,000	45,000		1,133,500
Benefits									0
<b>Total Temporary Salaries &amp; Benefits</b>	<b>740,000</b>	<b>2,500</b>	<b>70,000</b>	<b>101,000</b>	<b>97,000</b>	<b>78,000</b>	<b>45,000</b>	<b>0</b>	<b>1,133,500</b>
<b>Total Personal Services</b>	<b>\$8,172,000</b>	<b>\$2,500</b>	<b>\$378,000</b>	<b>\$3,030,000</b>	<b>\$1,853,000</b>	<b>\$2,860,000</b>	<b>\$1,321,511</b>	<b>\$0</b>	<b>\$17,617,011</b>
Total Operating Expenses	700,000	6,500	38,000	211,000	545,400	1,488,885	1,040,000	0	4,029,785
Total Supplies	345,000	3,500	35,000	84,000	131,000	210,000	304,000	0	1,112,500
Total Travel	176,180	11,000	3,000	37,000	49,000	175,000	1,000	0	452,180
Total Capital Outlay	32,000	0	2,000	198,000	114,000	525,000	75,000	0	946,000
Tuition Remissions and Exemptions	32,000				11,000	6,000	0	0	49,000
<b>Total General/Cash Budget</b>	<b>\$9,457,180</b>	<b>\$23,500</b>	<b>\$456,000</b>	<b>\$3,560,000</b>	<b>\$2,703,400</b>	<b>\$5,264,885</b>	<b>\$2,741,511</b>	<b>\$0</b>	<b>\$24,206,476</b>
Federal FTE	0.00	0.00	0.50	0.00	6.37		0.00	0.00	6.87
<b>Total Federal Funds</b>	<b>0</b>	<b>112,000</b>	<b>31,000</b>	<b>0</b>	<b>500,000</b>	<b>1,000</b>	<b>0</b>	<b>13,045,798</b>	<b>13,689,798</b>
<b>Total Expenditures</b>	<b>\$9,457,180</b>	<b>\$135,500</b>	<b>\$487,000</b>	<b>\$3,560,000</b>	<b>\$3,203,400</b>	<b>\$5,265,885</b>	<b>\$2,741,511</b>	<b>\$13,045,798</b>	<b>\$37,896,274</b>
<b><u>Fund Sources</u></b>									
General Funds*	\$7,396,885		\$103,000	\$2,674,000	\$1,706,400	\$2,585,822	\$1,155,000		15,621,107
Cash Funds**	2,060,295	23,500	353,000	886,000	997,000	2,679,063	1,586,511		8,585,369
Federal Funds		112,000	31,000		500,000	1,000		13,045,798	13,689,798
<b>Total Funds</b>	<b>\$9,457,180</b>	<b>\$135,500</b>	<b>\$487,000</b>	<b>\$3,560,000</b>	<b>\$3,203,400</b>	<b>\$5,265,885</b>	<b>\$2,741,511</b>	<b>\$13,045,798</b>	<b>\$37,896,274</b>

General Funds Budget include appropriation of \$15,621,107 and no carryforward funds.

Cash Funds Budget includes new appropriation of \$8,283,790 and adjustment for tuition/fee increase of \$301,579.

PERU STATE COLLEGE  
2012-13 PRELIMINARY OPERATING BUDGET

June 15, 2012

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<u>Permanent Staff:</u>									
Faculty FTE	52.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.00
Professional Staff FTE	3.92	0.00	0.00	15.76	14.96	21.00	1.00	0.00	56.64
Support Staff FTE	6.00	0.00	0.00	4.00	4.00	11.00	21.00	0.00	46.00
Salaries	3,593,477	0	0	1,054,972	868,482	1,765,301	687,027	0	7,969,259
Benefits	1,161,843	0	0	369,240	286,599	582,549	226,719	0	2,626,950
Total Permanent Salaries & Benefits	4,755,320	0	0	1,424,212	1,155,081	2,347,850	913,746	0	10,596,209
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	891,237	0	13,984	65,878	120,826	38,700	23,148	0	1,153,773
Benefits	68,140	0	1,077	5,048	6,886	2,980	1,783	0	85,914
Total Temporary Salaries & Benefits	959,377	0	15,061	70,926	127,712	41,680	24,931	0	1,239,687
<b>Total Personal Services</b>	<b>\$5,714,697</b>	<b>\$0</b>	<b>\$15,061</b>	<b>\$1,495,138</b>	<b>\$1,282,793</b>	<b>\$2,389,530</b>	<b>\$938,677</b>	<b>\$0</b>	<b>\$11,835,896</b>
Total Operating Expenses	380,384	0	0	509,257	436,364	1,265,550	649,580	0	3,241,135
Total Supplies	40,000	0	0	15,000	10,000	50,000	450,000	0	565,000
Total Travel	25,000	0	0	5,000	5,000	35,000	5,000	0	75,000
Total Capital Outlay	60,000	0	0	20,000	20,000	50,000	100,000	0	250,000
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	14,107	14,107
<b>Total General/Cash Budget</b>	<b>\$6,220,081</b>	<b>\$0</b>	<b>\$15,061</b>	<b>\$2,044,395</b>	<b>\$1,754,157</b>	<b>\$3,790,080</b>	<b>\$2,143,257</b>	<b>\$14,107</b>	<b>\$15,981,138</b>
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
<b>Total Federal Funds</b>	<b>0</b>	<b>109,996</b>	<b>0</b>	<b>0</b>	<b>322,484</b>	<b>514,439</b>	<b>0</b>	<b>11,873,081</b>	<b>12,820,000</b>
<b>Total Expenditures</b>	<b>\$6,220,081</b>	<b>\$109,996</b>	<b>\$15,061</b>	<b>\$2,044,395</b>	<b>\$2,076,641</b>	<b>\$4,304,519</b>	<b>\$2,143,257</b>	<b>\$11,887,188</b>	<b>\$28,801,138</b>
<b><u>Fund Sources</u></b>									
General Funds (1)	\$2,833,135	\$0	\$0	\$1,424,212	\$1,155,081	\$2,347,850	\$913,746	\$0	\$8,674,024
Cash Funds (2)	3,386,946	0	15,061	620,183	599,076	1,442,230	1,229,511	14,107	7,307,114
Federal Funds (3)		109,996	0		322,484	514,439		11,873,081	12,820,000
<b>Total Funds</b>	<b>\$6,220,081</b>	<b>\$109,996</b>	<b>\$15,061</b>	<b>\$2,044,395</b>	<b>\$2,076,641</b>	<b>\$4,304,519</b>	<b>\$2,143,257</b>	<b>\$11,887,188</b>	<b>\$28,801,138</b>

(1) General Fund Appropriation: \$8,674,024.

(2) Cash Fund Appropriation: \$7,307,114.

(3) Federal Appropriation: \$12,820,000.

(4) Total Appropriation: \$28,801,138.

WAYNE STATE COLLEGE  
2012-13 PRELIMINARY OPERATING BUDGET

June 15, 2012

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
<b>Personal Services</b>									
<u>Permanent Staff:</u>									
Faculty FTE	124.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.84
Professional Staff FTE	4.09	0.00	0.00	27.00	36.93	27.41	4.00	0.00	99.43
Support Staff FTE	15.92	0.00	0.00	8.50	8.49	23.75	39.75	0.00	96.41
Salaries	11,090,000	0	0	1,769,542	2,252,274	2,243,897	1,463,890	0	18,819,603
Benefits	3,029,367	0	0	617,858	729,328	1,082,888	576,902	0	6,036,343
Total Permanent Salaries & Benefits	14,119,367	0	0	2,387,400	2,981,602	3,326,785	2,040,792	0	24,855,946
<u>Temporary Staff:</u>									
Part-time Faculty FTE	36.89	0.10	0.00	0.00	0.80	0.00	0.00	0.00	37.79
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.50	0.00	0.00	0.00	8.00
Federal Work-Study FTE	0.25	0.00	0.00	0.50	0.03	0.13	0.07	0.00	0.98
Other Straight-time FTE	1.70	0.00	2.00	9.10	7.50	6.90	3.90	0.00	31.10
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	905,262	0	24,500	176,730	226,426	146,761	74,611	0	1,554,290
Benefits	69,255	0	1,875	3,520	7,325	11,227	2,707	0	95,909
Total Temporary Salaries & Benefits	974,517	0	26,375	180,250	233,751	157,988	77,318	0	1,650,199
<b>Total Personal Services</b>	<b>15,093,884</b>	<b>0</b>	<b>26,375</b>	<b>2,567,650</b>	<b>3,215,353</b>	<b>3,484,773</b>	<b>2,118,110</b>	<b>0</b>	<b>26,506,145</b>
Total Operating Expenses	383,909	13,000	69,494	349,036	365,000	824,789	1,713,786	0	3,719,014
Total Supplies	380,529	5,000	57,620	357,908	500,066	632,027	358,669	0	2,291,819
Total Travel	189,328	5,000	1,511	165,000	440,000	64,000	16,500	0	881,339
Total Capital Outlay	45,000	0	0	72,859	10,000	5,000	300,000	0	432,859
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
<b>Total General/Cash Budget</b>	<b>16,092,650</b>	<b>23,000</b>	<b>155,000</b>	<b>3,512,453</b>	<b>4,530,419</b>	<b>5,010,589</b>	<b>4,507,065</b>	<b>0</b>	<b>33,831,176</b>
<b>FEDERAL FUNDS</b>									
FTE	3.75	0.00	0.00	0.00	4.75	4.09	0.00	7.05	19.64
<b>Total Federal Funds</b>	<b>475,000</b>	<b>0</b>	<b>0</b>	<b>500</b>	<b>450,000</b>	<b>351,400</b>	<b>0</b>	<b>18,953,000</b>	<b>20,229,900</b>
<b>Total Expenditures</b>	<b>16,567,650</b>	<b>23,000</b>	<b>155,000</b>	<b>3,512,953</b>	<b>4,980,419</b>	<b>5,361,989</b>	<b>4,507,065</b>	<b>18,953,000</b>	<b>54,061,076</b>
<b>Fund Sources</b>									
General Funds	9,528,344	2,360	0	2,188,450	2,733,135	3,349,553	1,870,726	0	19,672,568
Cash Funds	6,564,306	20,640	155,000	1,324,003	1,797,284	1,661,036	2,636,339	0	14,158,608
Federal Funds	475,000	0	0	500	450,000	351,400	0	18,953,000	20,229,900
<b>Total Funds</b>	<b>16,567,650</b>	<b>23,000</b>	<b>155,000</b>	<b>3,512,953</b>	<b>4,980,419</b>	<b>5,361,989</b>	<b>4,507,065</b>	<b>18,953,000</b>	<b>54,061,076</b>

**PRELIMINARY**

<b>NEBRASKA STATE COLLEGE SYSTEM OFFICE 2012-13 OPERATING BUDGET</b>			
<b>PERSONAL SERVICES</b>	<b>GENERAL FUNDS</b>	<b>CASH FUNDS</b>	<b>TOTAL</b>
Professional FTE	7.625		7.625
Salaries	850,031		850,031
Benefits	204,007		204,007
Sub-Total	1,054,038		1,054,038
Support Staff FTE	2		2
Salaries	81,451		81,451
Benefits	19,548		19,548
Sub-Total	100,999		100,999
Total Personal Serv	1,155,038	0	1,155,038
Total Operating Exp	242,656	546,228	788,884
Total Travel	65,000		65,000
Total Capital Outlay	20,500	0	20,500
<b>TOTAL</b>	<b>1,483,194</b>	<b>546,228</b>	<b>2,029,422</b>

**PRELIMINARY MARKETING INITIATIVES**

<b>New Funds for 2012-13</b>	<b>\$154,787</b>
Advertising*	\$154,787

\*Includes TV, Radio & Print and related advertising expenses

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      Approve the Preliminary 2012-2013 Revenue Bond Budgets as Submitted by the Colleges**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
 4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
 g. Continually find ways to stretch limited resources as far as possible

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The Colleges have submitted their preliminary revenue bond operating budgets for the 2012-2013 fiscal year.

As required by the master resolution, these budgets will be submitted to the NSCS bond trustee, BOK Financial, as information. The bond resolution requires at least 110% debt service coverage for each of the colleges. Board policy requires 110% for Chadron and Wayne and 125% for Peru. The preliminary budgets indicate the Colleges exceeding those required coverages as follows:

Chadron	386%
Peru	333%
Wayne	243%

Approval of these preliminary budgets will authorize the Colleges' appropriations to be revised to the "Operations/Maintenance Total" level for 2012-13 as follows:

Chadron State	2,750,000
Peru State	1,170,876
Wayne State	4,425,051

The Board has the authority to adjust the appropriation level based on the revenue bond operating budgets.

NEBRASKA STATE COLLEGE SYSTEM  
 2012-2013 REVENUE BOND OPERATIONS BUDGET  
**CHADRON STATE COLLEGE**

June 15, 2012

\*\*\*PRELIMINARY BUDGET\*\*\*

	<i><b>Budgeted FY 2013</b></i>
<b><u>Revenues:</u></b>	
Dormitory Rentals	\$2,350,000
Apartment/House Rentals	\$150,000
Facilities Rentals	\$29,000
Food Service Contracts	2,100,000
Food Service Commissions	336,000
Facilities Fees*	1,040,000
Bookstore Commissions	100,000
Investment/Interest Income	18,000
Other Income	60,000
<b>Total Revenues</b>	<b><u>\$6,183,000</u></b>
<b><u>Expenditures:</u></b>	
Salaries and Benefits	\$1,620,000
Utilities	525,000
Insurance	35,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	165,000
Supplies	135,000
Repairs and Maintenance	175,000
Other Operating Expenses	75,000
Subtotal - Operations and Maintenance	<b><u>\$2,750,000</u></b>
Food Service Payments	1,765,000
Debt Service	431,823
Total Expenditures	<b><u>\$4,946,823</u></b>
<b><i>Available for Distribution</i></b>	
to Subsidiary Funds	<b><u><u>\$1,236,177</u></u></b>
<b><i>Debt Service Coverage Ratio</i></b>	<b>386.27%</b>

\*All student derived fees

June 15, 2012

**NEBRASKA STATE COLLEGE SYSTEM  
2012-13 REVENUE BOND OPERATIONS BUDGET**

**PERU STATE COLLEGE**

**\*\*\*PRELIMINARY BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>BUDGET FY 2013</b>
Residence Hall/Dormitory Rentals	1,150,000
Apartment/House Rentals	88,751
Facilities Rentals	34,472
Food Service Contracts	1,208,341
Food Service Commissions	28,685
Facilities Fees	661,632
Bookstore Commissions/Income	35,000
Trustee Investment/Interest Income	32,152
Parking Fees/Fines	8,151
Other	34,260
	<hr/>
<b>TOTAL REVENUE</b>	<b>3,281,444</b>
	<hr/> <hr/>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	550,087
Utilities	273,828
Insurance	30,500
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	40,950
Supplies	113,900
Repairs and Maintenance	95,375
Other Operating Expenses	66,236
Operations/Maintenance Total *	1,170,876
Food Service Payments	1,105,500
Debt Service	301,725
	<hr/>
<b>TOTAL EXPENSES</b>	<b>2,578,101</b>
	<hr/> <hr/>
Available for Distribution to Subsidiary Funds	703,343
	<hr/>
<b>DEBT SERVICE COVERAGE RATIO</b>	<b>333.11%</b>

June 15, 2012

**NEBRASKA STATE COLLEGE SYSTEM  
2012-13 REVENUE BOND OPERATIONS BUDGET**

**WAYNE STATE COLLEGE**

**\*\*\*PRELIMINARY BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>PROPOSED BUDGET FY13</b>
Residence Hall/Dormitory Rentals	3,285,500
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	4,070,050
Food Service Commissions	48,000
Facilities Fees	1,125,500
Bookstore Commissions/Income	150,000
Trustee Investment/Interest Income	140,000
Parking Fees/Fines	100,000
Other	130,000
<b>TOTAL REVENUE</b>	<b>9,049,050</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	2,452,950
Utilities	840,000
Insurance	40,000
Equipment & Furnishings	100,000
Capital Outlay	80,000
Telephone/Cable Television/Internet	270,000
Supplies	262,000
Repairs and Maintenance	220,000
Other Operating Expenses	160,101
Operations/Maintenance Total	4,425,051
Food Service Payments	2,426,680
Debt Service	905,233
<b>TOTAL EXPENSES</b>	<b>7,756,964</b>
Available for Distribution to Subsidiary Funds	1,292,086

**DEBT SERVICE COVERAGE RATIO** **242.74%**



## Fiscal, Facilities & Audit Committee

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

### **ACTION: Approve Biennium Budget Requests for 2013-2015 Biennium**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system

g. Continually find ways to stretch limited resources as far as possible

i. Ensure that plans for resource allocation support the system and institutional priorities

### **Operating Budget Requests**

The Colleges and the System Office have prepared their respective State General Fund operating budget requests for the 2013-15 biennium as indicated below. The requests will be submitted to the Coordinating Commission in August and to the Governor and the Legislature in September. Minor adjustments to amounts may occur as requests are prepared in accordance with instructions from the Governor's office.

2012-13 Base	2013-14 Request	2014-15 Request
\$45,450,893	\$48,750,427	\$49,946,897

The requests were prepared using the guidelines approved by the Board in January.

Core Needs include:

	2013-14	2014-15
Health insurance rate request	7.5%	7.5%
Utilities increases	6%	6%
DAS rate adjustments	rates not yet available	
Other operating increases, exclusive of utilities and DAS rate changes	1.5%	1.5%
New Building opening costs	actual	actual

The total operating increase request is \$3,299,534 in 2013-14 and an additional \$1,196,470 in 2014-15, for a cumulative increase over the biennium of \$4,496,004, not including DAS increases which are yet to be determined.

Of the totals, core needs requests are \$906,454 in 2013-14 and an additional \$1,016,839 in 2014-15. Strategic initiative requests total \$2,393,080 in 2013-14 and \$179,631 in 2014-15.

As has been the case historically, requests related to any salary increase are provided later, following completion of collective bargaining.

4.6.-2

**Capital Construction Budget Requests & Priorities**

With guidance from the Board, the Colleges have prepared capital construction requests for the 2013-2015 biennium. The capital request formally includes three parts: reaffirmations of projects with funding already underway, new capital projects being requested through the appropriations process, and projects being requested through the Task Force for Building Renewal (309 Task Force). The requests to the state will include matching funds from Capital Improvement fees; the LB605 bond repayment (\$1,125,000/FY12, \$1,125,000/FY13); and may include a percentage of some projects with the 309 Task Force.

Reaffirmation includes:

	FY14	FY15	Future
LB 605 (2006) bond repayment	1,125,000	1,125,000	5,625,000
Sports Facilities Cash Fund	500,000	250,000	4,000,000 (10 years)
<b>Total Reaffirmation</b>	<b>1,625,000</b>	<b>1,375,000</b>	<b>9,625,000</b>

New Requests include:

WSC	U.S. Conn Library Upgrade/ Renovation	9,000,000	3,000,000	n/a
CSC	Rangeland Center	3,696,470	0	0
PSC	T.J. Majors Building Geothermal HVAC	2,600,000	0	n/a
PSC	Biomass Energy Center	1,200,000	2,632,000	0
<b>Total New Appropriation Requests</b>		<b>9,996,470</b>	<b>3,632,000</b>	<b>0</b>

**Nebraska State College System  
2013-2015 Biennium Capital Construction  
Request Prioritization**

The budget request process requires a prioritization of capital projects, including Building Renewal requests. The System Office and the Council of Presidents recommend the following prioritization:

Priority

- 1 Fire/Life Safety – Class 1
- 2 Deferred Repair – Class 1
- 3 ADA – Class 1
- 4 Energy Conservation – Class 1
- 5 U.S. Conn Library Upgrade/Renovation (WSC)
- 6 Rangeland Agricultural Center (CSC)
- 7 T.J. Majors Building Geothermal HVAC (PSC)
- 8 Biomass Energy Center (PSC)
- 9 Fire/Life Safety – Class 2
- 10 Deferred Repair – Class 2
- 11 ADA – Class 2
- 12 Energy Conservation – Class 2

**NEBRASKA STATE COLLEGE SYSTEM  
BIENNIUM BUDGET REQUESTS 2013-15  
LB309 TASK FORCE FOR BUILDING RENEWAL REQUESTS**

**COLLEGE: Chadron State**

<b>BUILDING</b>	<b>PROJECT</b>	<b>TYPE</b>	<b>CLASS</b>	<b>COST</b>
Math/Science Building	Restroom Remodel	ADA	I	\$ 90,000.00
Memorial Hall	Passenger Elevator Controls Upgrade	ADA	I	\$ 95,600.00
Memorial Hall	Freight Elevator Controls Upgrade	ADA	I	\$ 95,600.00
NPAC	Elevator Controls Upgrade	ADA	I	\$ 95,600.00
Boiler House	Replace Deaeration Tank	Def Repairs	I	\$ 40,000.00
Boiler House	Reroof Design	Def Repairs	I	\$ 10,000.00
Boiler House	Roof Replacement w/60 mil EPDM	Def Repairs	I	\$ 135,000.00
Burkhiser	Mechanical Room Equipment Upgrades	Def Repairs	I	\$ 50,000.00
Campus	Tunnel Expansion Joint Replacement (materials only)	Def Repairs	I	\$ 9,000.00
Hildreth Hall	Reroof Design	Def Repairs	I	\$ 10,000.00
Hildreth Hall	Roof Replacement w/60 mil EPDM	Def Repairs	I	\$ 70,000.00
King Library	Electrical Service Upgrade	Def Repairs	I	\$ 50,000.00
Math/Science Building	Mechanical Room Equipment Upgrades	Def Repairs	I	\$ 50,000.00
Armstrong	HVAC Upgrade	Energy Cons	I	\$ 750,000.00
Boiler House	Increase Wood Chip Boiler Capacity	Energy Cons	I	\$ 600,000.00
Burkhiser	Windows and Doors Replacement	Energy Cons	I	\$ 75,000.00
Burkhiser	Lighting Upgrade	Energy Cons	I	\$ 100,000.00
Campus	Chiller Expansion	Energy Cons	I	\$ 400,000.00
Campus	Core Lighting Upgrade	Energy Cons	I	\$ 40,000.00
Campus	Power Monitoring System	Energy Cons	I	\$ 20,000.00
Campus	Lighting Motion Sensors	Energy Cons	I	\$ 50,000.00
Campus	Faucet, Flush Valve, Aeratopr Upgrades (materials only)	Energy Cons	I	\$ 50,000.00
Campus	Tunnel Insulation Upgrade	Energy Cons	I	\$ 14,000.00
Campus	ARC Flash Study on transformers and primary systems	Energy Cons	I	\$ 25,000.00
King Library	HVAC Upgrade	Energy Cons	I	\$ 750,000.00
King Library	Lighting Upgrade	Energy Cons	I	\$ 100,000.00
King Library	Window Replacement	Energy Cons	I	\$ 125,000.00
NPAC	Classroom/Office Lighting Upgrades	Energy Cons	I	\$ 70,000.00
Boiler House	Energy Power Generator	F/L/S	I	\$ 500,000.00
Boiler House	Dry Pipe Sprinkler System	F/L/S	I	\$ 15,000.00
Math/Science Building	Design/Install Tabletop Ventilation in labs	F/L/S	I	\$ 50,000.00

NEBRASKA STATE COLLEGE SYSTEM  
BIENNIAL BUDGET REQUESTS 2013-15  
LB309 TASK FORCE FOR BUILDING RENEWAL REQUESTS

COLLEGE: PERU STATE COLLEGE

BUILDING	PROJECT	TYPE	CLASS	COST
TJ Majors #64	HVAC system, electrical and codes upgrade	EC	I	\$2,525,000
CATS #76	Roof replacement and roof drain improvement	DM	I	\$277,130
Campus Steam Tunnel System	Codes Upgrade	DM	I	\$100,000
Admin. Building #60	Replace exit door with automatic opener at elevator entrance (Materials Only)	ADA	I	\$4,500
TJ Majors #64	ADA upgrades for lavatories (Materials only)	ADA	I	\$25,000
TJ Majors #64	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$20,700
Library #70	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$3,900
Hoyt Science Building #74	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$6,900
AV Larson #75	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$3,000
Theater Auditorium #61	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$600
CATS #76	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$6,000
Admin. Building #60	Install lever door handles and office locksets (Materials Only)	FLS/ADA	I	\$1,200
Theater Auditorium #61	Replace roof over work area	DM	I	\$6,000
Field House #67	Roof Replacement	DM	I	\$39,590
Field House #67	Tuckpointing	DM	I	\$29,693
Library #70	Window Replacement	DM	I	\$30,000
Theater/Auditorium #61	Plaster Ceiling Renovation	DM	I	\$395,900
Admin. Building #60	Stair Tread Replacement (Materials only)	DM	I	\$6,000
Hoyt Science Building #74	Window Replacement	DM	I	\$37,000
				\$3,518,113

**NEBRASKA STATE COLLEGE SYSTEM  
BIENNIUM BUDGET REQUESTS 2013-15  
LB309 TASK FORCE FOR BUILDING RENEWAL PROJECTS**

**COLLEGE: Wayne State**

<b>BUILDING</b>	<b>PROJECT</b>	<b>Type</b>	<b>Class</b>	<b>Cost</b>
Carhart Science X	Supplement Phases III and IV	FLS/ADA/DM/EC	I	\$ 676,000
Peterson Fine Arts	Windows Replacement (broken seals), Entrance Vestibules	DM/EC	II	\$ 600,000
Benthack	HVAC Study	DM/EC	I	\$ 150,000
Humanities	Program Statement (windows/roof/HVAC, ADA, codes upgrade)	DM/EC	I	\$ 200,000
Brandenburg Education	Program Statement (windows/roof/HVAC, ADA, codes upgrade)	DM/EC	I	\$ 200,000
Benthack	HVAC Upgrades, Windows, ADA, codes upgrade	DM/EC/FLS/ADA	II	\$ 2,000,000
Humanities	HVAC Upgrades, Windows, ADA, codes upgrade	DM/EC/FLS/ADA	II	\$ 3,000,000
Brandenburg Education	HVAC Upgrades, Windows, ADA, codes upgrade	DM/EC/FLS/ADA	II	\$ 3,000,000
US Conn Library	HVAC Upgrades, Windows, ADA, codes upgrade, sprinkler sys.	DM/EC/FLS/ADA	II	\$ 2,500,000
Gardner	Addressable Fire Alarms	FLS	I	\$ 125,000
Studio Arts	Addressable Fire Alarms	FLS	I	\$ 125,000
Rice Auditorium X	Lever Locks, doors, hardware	FLS	I	\$ 67,000
Gardner X	Lever Locks (materials only)	FLS/ADA	I	\$ 50,000
Rice Auditorium	ADA Improve Egress	FLS/ADA	II	\$ 70,000

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      **Authorize Chancellor to Sign an Addendum to Construction Manager at Risk Contract With a Guaranteed Maximum Price for Armstrong Gymnasium Renovation at Chadron State College****

Priority: Financial Strength of the System

Goal:    3.   Strengthen fiscal, environmental, technological and physical resources

Strategy    j.   Maintain facilities and improve physical environment.

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After a selection process that will include an RFP, Proposal Review and Interview/Presentations, a Construction Manager at Risk for the Armstrong Gymnasium Renovation at Chadron State will be selected. The Board authorized the Chancellor to sign the Construction Manager at Risk contract at its April 20, 2012 meeting.

The contract will authorize construction management services for the entirety of the Armstrong Gymnasium renovation. To continue services, Chadron State requests that the Chancellor be authorized to approve the addendum to the contract which will contain the Guaranteed Maximum Price (GMP). The amount of the contract will be reported to the Board at the meeting immediately following the signing of the addendum. Timing is critical to this project. The Chancellor's approval of this step will help keep the project moving forward. The GMP, which includes the fees for the Construction Manager, will not exceed available funding.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      Accept and Approve Program Statement for West Court Replacement at Chadron State College**

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: g. Continually find ways to stretch limited resources as far as possible

i. Ensure that plans for resource allocation support the system and institutional priorities

j. Maintain facilities and improve physical environment

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On February 28, 2012, Chadron State entered into a contract with Bahr Vermeer & Haecker, Architects (BVH) to develop a program statement to replace the West Court housing units. The project will be financed by revenue bond funds. The System Office and Chadron State recommend the Board of Trustees' acceptance and approval of the final program statement, so the project may continue.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      Adopt Resolution to Select Construction Manager at Risk Contract Delivery System as Option for West Court Replacement Project at Chadron State College**

Priority: Financial Strength of the System

Goal:    3.    Strengthen fiscal, environmental, technological and physical resources

Strategy:    g.    Continually find ways to stretch limited resources as far as possible

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Board Policy 8071 requires that the Board adopt a resolution identifying the project delivery system for all design-build contract and construction management at risk contract projects at the colleges. The resolution to be adopted follows.

Bahr Vermeer Haecker, Architects (BVH) has completed a program statement for the Board's review. If the Board gives its approval, the program statement will be submitted for review by the Nebraska Coordinating Commission for Postsecondary Education, and funding from the sale of revenue bonds will be requested during AY 2012-2013.

With proposed phasing of the project and possible multi-year funding, the project lends itself to the Construction Manager (CM) at Risk delivery system. Having the Board's approval to consider the CM at Risk delivery system would allow the College to move ahead with design development planning as the funding sources are being considered.



NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION

WHEREAS, the Board of Trustees of the Nebraska State Colleges is required to follow the procedures established by the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2913) in its decision to solicit and execute a design-build contract or construction management at risk contract for capital construction projects; and

WHEREAS, the procedures outlined in the Nebraska Political Subdivisions Construction Alternatives Act and Board of Trustees Policy 8071 require the Board of Trustees to adopt a resolution selecting the design-build contract or construction management at risk contract delivery system; and

WHEREAS, the project delivery system for a design-build contract requires the design and construction contracts to be combined into one contract with a single point of responsibility; the criteria for selection include qualifications and project approach, not construction costs or design; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid; and

WHEREAS, the project delivery system for a construction management at risk contract requires the design and construction contracts be separated; the criteria for selection include qualifications, project approach and construction manager fee; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Nebraska State Colleges that the construction management at risk contract delivery system be adopted as one option for the West Court Replacement Project at Chadron State College, dependent upon project need.

Approved this 15<sup>th</sup> day of June, 2012.

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Chair, Board of Trustees

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Chancellor, Nebraska State College System

## **Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: Appoint Construction Manager at Risk Selection Committee for West Court Replacement Project at Chadron State College and Authorize Chancellor to Sign Professional Services Contract**

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

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The following committee is appointed to select the construction manager at risk for the West Court Replacement project at Chadron State. Board Policy 8071 requires that the construction management at risk contract have a construction manager selected by a committee of Trustees, System and College staff, an architect or engineer, and a community member.

### Committee Members

Larry Teahon or Gary Bieganski, Board of Trustees  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS  
Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS  
Dale Grant, Vice President for Administration & Finance, CSC  
Randy Rhine, Interim President, CSC  
Aaron Prestwich, Interim Executive Director of Student Life, CSC  
Dan Worth, Bahr Vermeer Haecker (BVH)  
Colette Fernandez, City of Chadron Chamber of Commerce Director

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      **Authorize Chancellor to Sign an Addendum to Construction Manager at Risk Contract With a Guaranteed Maximum Price for Oak Bowl Renovation at Peru State College****

Priority: Financial Strength of the System

Goal:    3.   Strengthen fiscal, environmental, technological and physical resources

Strategy    j.   Maintain facilities and improve physical environment.

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After a selection process that that will include an RFP, Proposal Review and Interview/Presentations, a Construction Manager at Risk for the Oak Bowl Renovation at Peru State will be selected. The Board authorized the Chancellor to sign the Construction Manager at Risk contract at its April 20, 2012 meeting.

The contract with authorize construction management services for the entirety of the Oak Bowl renovation. To continue services Peru State requests that the Chancellor be authorized to approve the addendum to the contract which will contain the Guaranteed Maximum Price (GMP). The amount of the contract will be reported to the Board at the meeting immediately following the signing of the addendum. Timing is critical to this project. The Chancellor's approval of this step will help keep the project moving forward. The GMP, which includes the fees for the Construction Manager, will not exceed available funding.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: Approve Increase in Guaranteed Maximum Price (GMP) for Morgan Hall Renovation by \$290,000 at Peru State College**

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy j. Maintain facilities and improve physical environment

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Morgan Hall construction is being managed by Lund-Ross Constructors, Inc. using a construction manager at risk delivery process. The guaranteed maximum price for the project is \$3,684,549. Peru State has requested the architect and construction manager to prepare a change order to provide a new accessible east (front) entrance to Morgan Hall that extends into a concourse from Morgan Hall to the Student Center, a student gathering space to the south of Morgan Hall, and associated improvements. After application of contingency funds remaining within the GMP, the change order will require an increase in the GMP in the amount of \$290,000. Peru State has included \$290,000 in its approved 2012-2013 Contingency Maintenance funding for this change.

The System Office and PSC recommend approval of a change order and a resulting increase to the GMP to allow the proposed exterior improvements. This change will increase the GMP to \$3,974,549. Any funds not used in the renovation will remain with the Peru State revenue bond program.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:       Accept and Approve Program Statement for U.S. Conn Library Renovation  
                  at Wayne State College**

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: g. Continually find ways to stretch limited resources as far as possible

i. Ensure that plans for resource allocation support the system and institutional priorities

j. Maintain facilities and improve physical environment

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On September 9, 2011, the Board appointed an architecture selection committee to prepare a program statement for the U.S. Conn Library upgrade and Renovation project and authorized the Chancellor to sign the professional services contract. Jackson Jackson Associates (JJA), Architects were chosen to do the programming for this project.

As presented by Eileen Korth of JJA Architects, the program statement provides detail for a project to bring the Wayne State Library up to 21<sup>st</sup> century design and functionality, and renew its importance as the centerpiece of the College. The System Office and Wayne State recommend the Board of Trustees' accept and approve the final program statement and authorize the submission of the document for Nebraska Coordinating Commission for Postsecondary Education review and request for LB 309 Task Force and State funding for the 2013-2015 biennium.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      Adopt Resolution to Select Construction Manager at Risk Contract Delivery System as Option for U.S. Conn Library Code Upgrades and Renovation at Wayne State College**

Priority: Financial Strength of the System

Goal:    3.    Strengthen fiscal, environmental, technological and physical resources

Strategy:    g.    Continually find ways to stretch limited resources as far as possible

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Board Policy 8071 requires that the Board adopt a resolution identifying the project delivery system for all design-build contract and construction management at risk contract projects at the colleges.

Jackson Jackson & Associates has completed a program statement for the Board's review. If the Board gives its approval, the program statement will be submitted for review by the Nebraska Coordinating Commission for Postsecondary Education, and state funding will be requested for the 2013-2015 biennial request.

With proposed phasing of the Library renovation project and possible multi-year funding, the project lends itself to the Construction Manager (CM) at Risk delivery system. Having the Board's approval to consider the CM at Risk delivery system would allow the College to move ahead with design development planning as the funding sources are being considered.

The resolution follows.

4.14.-2

NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION

WHEREAS, the Board of Trustees of the Nebraska State Colleges is required to follow the procedures established by the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2913) in its decision to solicit and execute a design-build contract or construction management at risk contract for capital construction projects; and

WHEREAS, the procedures outlined in the Nebraska Political Subdivisions Construction Alternatives Act and Board of Trustees Policy 8071 require the Board of Trustees to adopt a resolution selecting the design-build contract or construction management at risk contract delivery system; and

WHEREAS, the project delivery system for a design-build contract requires the design and construction contracts to be combined into one contract with a single point of responsibility; the criteria for selection include qualifications and project approach, not construction costs or design; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid; and

WHEREAS, the project delivery system for a construction management at risk contract requires the design and construction contracts be separated; the criteria for selection include qualifications, project approach and construction manager fee; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Nebraska State Colleges that the construction management at risk contract delivery system be adopted as one option for the U.S. Conn Library Renovation Project at Wayne State College, dependent upon project need.

Approved this 15<sup>th</sup> day of June, 2012.

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Chair, Board of Trustees

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Chancellor, Nebraska State College System

## **Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:      Appoint Construction Manager at Risk Selection Committee for U.S. Conn Library Renovation at Wayne State College and Authorize Chancellor to Sign Professional Services Contract**

Priority: Financial Strength of the System

Goal:    3.    Strengthen fiscal, environmental, technological and physical resources

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The following committee is appointed to select the construction manager at risk for the U.S. Conn Library renovation project at Wayne State. Board Policy 8071 requires that the construction management at risk contract have a construction manager selected by a committee of Trustees, System and College staff, an architect or engineer, and a community member.

### Committee Members

Cap Peterson, Chair, Board of Trustees  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS  
Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS  
Jean Dale, Vice President for Administration & Finance, WSC  
Dave Graber, Library Director, WSC  
Eileen Korth, Jackson Jackson & Associates  
Lauren Lofgren, Library Director, City of Wayne



**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:            Approve Transfer of \$150,000 from Operating Cash to Capital Construction Cash Funds to Allow Additional Contingency Funding for the Hahn Codes Upgrade Project**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

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The Hahn codes upgrade/accessibility improvements project budget currently includes \$3.4 million in LB 309 funding, \$242,100 in LB309-LB1100 funding and \$160,000 of WSC cash authorized by the Board on August 24, 2011 to supplement the codes upgrade and fund technology and a few architectural adjustments. A number of change orders have increased the cost of the project by a little more than 10% to date, and there are still some changes pending. The majority of the changes have related to discovery items in the 90 year-old building.

The LB 309 Task Force has contributed an additional \$65,000 to allow the replacement of the 23-year old roof which had to be opened to allow delivery and installation of new HVAC equipment in the attic. At this point, the construction is about 53% complete, and the amount of uncommitted contingency is down to less than \$14,500. To ensure the timely completion of the project, WSC respectfully requests that the Board allow the transfer of an additional \$150,000 from the current operating budget cash funds to the Hahn capital construction budget to serve as available owner-controlled contingency. Estimated additional change orders at this point are in the \$40,000 to \$60,000 range, so the \$150,000 would leave more than an adequate reserve. It would be the College's intention to request the transfer of any remaining balance left in the contingency to a reserve for the proposed Library upgrade/renovation.

The System Office supports this request.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION:                    Authorize the Chancellor to Approve the Exclusive Beverage and Vending Contract for Wayne State College**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

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Wayne State solicited proposals for a company to provide exclusive beverage and vending services to the College, with proposals due on April 26, 2012. Two responses were received. A student-, faculty-, and administrator-represented committee deliberated on the two proposals received.

The System Office and Wayne State recommend the Board authorize the Chancellor to approve a contract with Pepsi-Cola of Siouxland, located in South Sioux City, NE to provide this service to the College over the next seven years. The benefit to the College over the seven-year period under the proposed contract is \$589,000.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: Authorize the Following Reallocation of Contingency Maintenance Funds for Wayne State:**

From:  
 Resolution 2010                      \$330,000.00   #1   Anderson Hall Roof Replacement

To: Resolution 2012                      \$330,000.00   #5   Rec Center Roof Replacement

From:  
 Resolution 2011                      \$14,819.76   #1   Berry Hall Shower Bases

To: Resolution 2012                      \$14,819.76   #7   Residence Halls Repairs/Equipment/  
 Furniture/Carpet

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy j. Maintain facilities and improve physical environment

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The Recreation Center roof replacement was determined to be a higher priority than the Anderson Hall roof replacement. Thus, WSC requests the \$330,000 designated for the Anderson Hall roof in the 2010 resolution be moved to the Rec Center roof in the 2012 resolution so the Rec Center roof replacement can be completed this summer. The Anderson Hall roof is now scheduled to be replaced next summer.

The shower bases project in Berry Hall has been completed. WSC requests the remaining balance of \$14,819.76 be moved from the 2011 resolution to the 2012 resolution to be used for various need repairs in the residence halls.

The System Office recommends approval of the authorization to reallocate the above noted contingency maintenance funds.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policies 3300  
Student Organizations; 6018 Trust Funds; and, 6022 Income; Systemwide  
Fees; Individual College Fees**

Priority: Educational Excellence Throughout the System  
Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their  
chosen careers  
Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among  
administrators, faculty, staff, and students  
Priority: Financial Strength of the System  
Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

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Policy 3300 contains many revisions that address how student organizations will operate as of December 31, 2012. These changes will result in consistent, best practices to be in place at all three Colleges. Several new topics related to advisors, College resources and insurance have been added.

Policy 6018 removes references to student organizations holding funds in trust at the Colleges. As provided in the revisions to Policy 3300, student organizations will be responsible to maintain accounts outside the College and/or Foundation.

Policy 6022 deletes language regarding student activity fee expenditures. Guidance regarding expenditures and deposits are contained in 3300.

The System Office recommends approval of the revisions to these policies. Attached are copies of Board Policy 3300, 6018 and 6022.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3300 Student Organizations**

**Page 1 of 12**

## BOARD POLICY

Each of the Colleges shall have structured student organizations, including an organized student government, which shall be ~~recognized~~ as the principal entity for student participation in the decision-making process of the College. All recognized student organizations shall have a charter agreement and/or constitution that is approved by the Student Senate and the Vice President responsible for student affairs.

Students shall be encouraged to participate in the student organizations. ~~All organizations shall have a faculty/staff advisor and a constitution which must be approved by the appropriate College entity.~~

All applicable state and federal laws and regulations, Board policies and College rules shall be followed in the operation of all student organizations. At no time will membership requirements or an organization's activities violate the College's non-discrimination policy.

### Advisors

Each student organization shall have a College employee advisor.

Advisors may either be assigned by the College to assist a particular student organization; or , advisors may work with the student organization in a volunteer capacity, if approved as a volunteer by the Vice President responsible for student affairs.

The role of an advisor is to communicate with, guide, and assist the organization; attend organization meetings, events, and fundraisers; be knowledgeable of all policies that may impact the organization; and monitor compliance with budgetary/financial guidelines established by the College and student government.

### College Resources

College resources may be available to student organizations at a free or reduced rate at the discretion of the College including, but not limited to, copiers, computers, mail, email, postal services, building use, and state cars. College resources shall only be made available to the student organization if the organization has available allocations to cover the applicable resource cost from the Student Activity Fees, which are in the College accounts, or outside bank accounts. Use of any College resources must be in accordance with College policies.

Annually the College shall provide the following to each student organization:

- 1) A copy of Board Policy 3300;
- 2) Applicable College policies and forms; and
- 3) Information regarding recommended practices regarding cash handling, accountability, and record keeping.

### Contracts

Student organizations wishing to enter into agreements or contracts with persons, corporations or organizations, external to the College community, must have approval by the College chief business officer, or his or her designee, prior to entering into such an agreement or contract in order to ~~reduce the risk of legal~~ ensure that the contract does not create inappropriate or unanticipated liability for the College and the Board of Trustees.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3300 Student Organizations**

**Page 12 of 12**

## Finances

Student organizations are responsible to maintain their own bank accounts outside of the College and College Foundation for funds from student organization fundraising or other activities. No College or Foundation tax identification numbers shall be used on these accounts. Student organization funds held in such accounts do not belong to the College or Foundation and an accounting for those funds will not be included as part of the College's or Foundation's audit. Student organizations are financially and legally responsible for deposits to and expenditures from their accounts.

College employees including, but not limited to, student organization advisors may not be signatories on student organization bank accounts.

## Fundraising Activities

Student organizations may wish to collect money through fundraising activities to support their activities and functions. For purposes of this policy, fundraising is defined as collecting money through donations, sales, and/or event programming for the purposes of budget enhancement.

Permission for conducting fundraising activities must be obtained in advance by completing the required College form and obtaining necessary College approvals.

The purpose of the funds that will be raised must be consistent with the Code of Conduct and other applicable policies of the College and all activities associated with the fundraising must be in compliance with applicable federal, state, local rules and regulations.

The Board acknowledges that this policy may not anticipate every possible issue that may arise with respect to fundraising activities. As a result, the Colleges have the right to impose reasonable restrictions and/or requirements with respect to the time, place and manner of fundraising activities.

## Insurance

The Board of Trustees' insurance coverage for each College does not extend to student organizations. Student organizations should conduct business with that understanding and must accurately represent their insurance status to organization members and outside entities.

Student organizations are allowed to independently seek insurance coverage for the benefit for their members.

Policy Adopted: 6/5/93  
Policy Revised: 3/25/11  
Policy Revised: \_\_\_\_\_

**Note: Colleges have until 12-31-2012 to implement necessary operational changes pursuant to this policy.**

# FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6018

Trust Funds

Page 1 of 2

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## BOARD POLICY

Trust Funds are assets held by the ~~State~~ Colleges and the System Office in a trustee capacity. -The general duty of each institution is to administer any trusts expeditiously for the benefit of the organization(s) providing the funds. All expenditures are to be made in accordance with the terms of any trust agreement(s) which have been adopted.

### Board of Trustee's Trust Funds

The Board ~~of Trustees~~ may deposit and expend funds from the following three Trust Funds: The Normal School Endowment Trust Fund (6328); the State College Endowment Trust Fund (6501); and the Education Enhancement Trust Fund (6507). -All expenditures from these funds shall support the role and mission of the ~~State College~~ System. -All revenues to be credited to these funds shall be deposited with the State Treasurer. -The Nebraska Investment Council shall be responsible for investing all funds and reporting on those investments to the ~~State College~~ System Office.

The Normal School Endowment Fund (6328) is, by statute, under the control of the Educational Land and Funds and is the depository for the principal received from the sale of Normal School Lands. -This principal may not be expended. -The interest earnings on the principal shall be transferred to the 6501 account and expended as determined by the Board ~~of Trustees~~.

The State College Endowment Fund (6501) is the depository for the rental income from the Board of Trustees' farmland and the interest earned from investing funds in the 6328 and 6501 accounts. -Disbursements from this fund shall be limited to those expenditures that will benefit the ~~State College~~ System.

The Education Enhancement Trust Fund (6500) is the depository for contributions received by the Board ~~of Trustees~~ from donors for endowed activities or special projects. -Disbursements shall be made according to their intended purpose as determined by the Board ~~of Trustees~~.

### Student Trust Fund

The ~~State~~ Colleges are authorized to establish a Student Trust Fund whereby funds can be collected, held in trust and expended for various student activities. This fund shall be called the Student Trust Fund and no other funds shall be deposited and co-mingled in this ~~account~~ fund.

Revenue generated by the Student Activity Fee shall be deposited into the Student Trust Fund. The amount of this special fee shall be submitted to the Board ~~of Trustees~~ for approval as part of the annual fee recommendations.

The appropriate student organization ~~on at~~ each ~~campus~~ College, following its approved guidelines, shall determine the purposes for which the Student Trust Funds are to be spent. -~~State~~ College staff may assist the student organization in administering the fund but shall retain no control over how it is to be used.

Interest earnings accruing to this fund shall be retained in the fund and used for student-determined activities.

**Other Trust Funds**

The ~~State~~ Colleges are authorized to establish other sub-accounts in the Trust Fund account into which restricted funds, which are provided by students or other entities for a specific purpose, can be deposited and expended. Examples of other sub-accounts that are authorized by this policy include Student Event Fee and Student Publications. ~~These distinct sub-accounts shall be used to account for each restricted fund separately from all others in the Trust Fund.~~

~~If campus Student Organizations collect revenues for their specific operations and those funds are deposited into and expended from the Trust Fund in accordance with campus policies and procedures, a separate sub-account shall be established to account for those funds separately from all others in the Trust Fund.~~

No personal services positions shall be funded through the Trust Fund account, unless funds have been specifically designated for that purpose.

No expenditures for parking projects shall be made from the Trust Fund account. Revenues from parking permits and penalties shall be deposited into and expended from the Cash Fund or Revolving Fund accounts, dependent upon the location and purpose of the specific parking lot project.

Revenues and expenditures from Federal Funds shall not be accounted for in the Trust Fund, but shall be recorded in the 4000 Fund account (Federal Funds).

Legal Reference: RRS 30-2812 Trustee; general duties; not limited  
RRS 30-2813 Trustees= standard of care and performance

Policy Adopted: 11/11/95  
Policy Revised:



# FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6022**

**Income; ~~System-Wide~~ Systemwide Fees;  
Individual College Fees**

**Page 1 of 3**

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## BOARD POLICY

The Board shall fix and authorize the Colleges to collect fees from resident and nonresident students who apply for admission or matriculate in the State College System, except in the case of the online rate, which is inclusive of tuition and fees.

The Colleges shall collect a Board-approved, per-credit hour Capital Improvement Fee. Revenues generated by this fee are deposited to the State College System Facility Fee Fund (Capital Improvement Fund) and may be used for paying the cost of capital improvement projects approved by the Board of Trustees for facilities at the Colleges or lands owned or controlled by the Board. No Capital Improvement Fee funds shall be expended for capital improvement projects relating to revenue bond facilities and all projects and related budgets must have prior approval of the Board.

College-based fees requiring Board approval are:

1. Matriculation
2. Late registration
3. Late payment
4. Records
5. Degree
6. Student health
7. Placement/Credentials
8. Student activity
9. Event
10. Parking permits
11. Facilities
12. Distance Learning/Extended Campus
13. Technology

Description of these fees is as follows:

1. Matriculation

Every student who matriculates to any College for the first time shall pay a matriculation fee. The fee is non-refundable.

2. Late Registration

Each College may establish a late registration fee. Each College may extend the registration period or waive the late registration fee under extenuating circumstances.

3. Late Payment

Each College shall establish a late payment fee to be assessed when payments are not deposited within the schedule established by each College. The late payment fee shall be a percentage of the outstanding tuition, specific fee, room and/or board charges, and shall be charged according to the schedule adopted by each College.

## FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6022**

**Income; ~~System-Wide~~Systemwide Fees;  
Individual College Fees**

**Page 2 of 3**

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4. Records

Each College may establish a records fee, which shall include the basic cost for official transcripts issued at the request of a student.

5. Degree

At the time of graduation, the Colleges shall collect a degree (graduation) fee from each graduate according to the fee schedule approved by the Board.

6. Student Health

A health fee shall be levied to assist in the cost of providing students with first aid, physical, and mental health care while enrolled at each of the Colleges.

7. Placement/Credentials

Placement services shall be provided by each College at the request of a student and an annual fee may be charged.

8. Student Activity

Student activity fees shall not be considered College earmarked funds in Board policy. These funds are designated for student activities, which are managed by student groups. The funds shall be distributed according to an annual budget developed by the appropriate student government organization at each College. ~~Activities receiving support from these funds must benefit a broad-based student population. The funds shall be distributed to recognized clubs or organizations and shall only be distributed to individuals in the form of wages for services performed.~~

9. College Events

Each College shall establish a College event fee to assist in supporting College-sponsored events.

10. Parking Permits

Each College shall establish a motor vehicle parking fee, with the amount to be established at the discretion of the institution. The monies received from the fee will be distributed to cash funds and/or the revenue bond fund, as appropriate. The funds received from revenue bond parking may be used for the development and improvement of revenue bond parking lots.

11. Facilities

Each student will pay a per-credit-hour facilities fee to assist in paying the cost of operating and maintaining College facilities. The fee will be credited to the cash fund of the institution or the revenue bond fund as approved by the Board.

# FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6022**

**Income; ~~System-Wide~~Systemwide Fees;  
Individual College Fees**

**Page 3 of 3**

12. Distance Learning/Extended Campus

Each College shall establish a distance-learning or extended campus fee. Off-campus offerings are intended to be self-supporting.

13. Technology

Each College shall establish a technology fee to assist in covering the costs of acquisition, support and maintenance of technology at the College.

The Colleges may fix and collect fees, fines and penalties other than those listed above. Such fees will ordinarily be for special privileges or services, materials furnished, or use of specialized equipment. Among such fees may be locker fee, laboratory fee, registration fee for special or readmitted students, materials fee, and others as may be assessed from time to time. Unless already established by Board policy or law, the desired fee shall be determined at the College level.

Such fees will be published in the general catalogs of each College or otherwise made public. Details of all the fees shall be printed and available in the business office of each College and in the System Office. The money received from fees for state-related activities shall be paid into the accounts of the State Treasurer and held for disbursement as an institutional cash fund for the specific College remitting the funds.

Legal Reference: RRS 85-307  
RRS 85-311  
RRS 85-503  
RRS 85-328

State Colleges: President; Collection of fees  
State Colleges; Matriculation fees; Institutional cash fund  
State educational institutions; Fees  
State College Facility Fee Fund; created; use; investment

Policy Adopted: 1/28/77  
Policy Revised: 3/24/88  
Policy Revised: 3/11/94  
Policy Revised: 9/26/97  
Policy Revised: 4/13/00  
Policy Revised: 2/12/04  
Policy Revised: 1/8/08  
Policy Revised: 11/4/11

Policy Revised:

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policy 3400;  
Tuition Remission**

Priority: Educational Excellence Throughout the System

Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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Board Policy 3400 was revised to provide a tuition remission for employees of corporate and business partners of the Colleges to take online courses as part of an agreement previously approved by the Board. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 3400.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 1 of 5**

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## **BOARD POLICY**

It is the policy of the Board that financial assistance be made available to all qualifying students. In some instances, such assistance may be provided as tuition remission and/or scholarships. Remissions may be awarded up to the limits specified (if any) in each individual category below. Any tuition waivers outside the enumerated categories or beyond the limits specified in this policy require the written approval of the Chancellor. Tuition remissions awarded for online courses will not exceed the comparable amount provided for an on-campus course for a resident student. By November 30 of each year, the Colleges shall provide the Chancellor with a summary of the remission funds awarded by category. The Chancellor shall provide a summary of remissions to the Board.

## **SYSTEM-WIDE REMISSIONS**

### **Board of Trustee Scholarships**

The Board of Trustees' Scholarships are awarded by each College to students graduating from a Nebraska high school who meet the following criteria:

1. have standardized test scores of at least 25 for the ACT or 1700 composite for SAT;
2. are enrolling for the first time in a postsecondary institution;
3. provide one written reference from a high school teacher or administrator from the school of graduation;  
and
4. such other factors which may be considered include grade point average and rank in class as appropriate.

The number of new Board of Trustee scholarships to be awarded by each College for each academic year is based on the full-time equivalent (FTE) enrollment at that College for the fall semester of the preceding academic year. Each College shall receive 20 scholarships for the first 1,000 FTE students and one additional scholarship for every 200 FTE beyond 1,000 for each academic year. The number of scholarships offered should be determined by each College based on the number of scholarships available and the yield experienced in prior years. It is the intent of the Board that the full number of scholarships be awarded but not exceeded each year. The Colleges shall report to the Board by November 30 of each year the number of scholarships offered and the number actually in effect for that academic year, for each academic class (freshman, sophomore, junior, senior).

The scholarships are not transferable from one College to another. The scholarship will be the waiver of resident tuition up to 16 credit hours per semester to a maximum of 128 hours toward an undergraduate degree. All announcements and publicity will be in the name of the Board of Trustees of the Nebraska State Colleges, specifically the Chair of the Board. All authority for the scholarship is the responsibility of the Board. Each President, financial aid officer and/or scholarship committee shall act as an agent of the Board in administering the program as directed by the Board.

The scholarship is renewable to the total value of the equivalent of eight (8) semesters, up to 128 hours. The recipient may use the scholarship during the five (5) academic years following the initial use with a one-year delay in initial use allowable with the College's permission. Should original recipients terminate their education before using the full value of the scholarship, the balance of the scholarship's value may be re-awarded.

Board of Trustee scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met. The President may approve a waiver of this requirement for extenuating circumstances in the case of a first year student only. Each College scholarship committee will review all renewal candidates and recommend action to the President, who will report such decisions to the Board.

# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 2 of 5**

The System Office shall have major responsibility for administering the program, including applications, announcements, press releases and certificates.

## **Corporate and Business Partnership Incentive**

A tuition remission may be provided to employees of Corporate and Business Partners taking online courses as part of an agreement approved in advance by the Board of Trustees. Colleges considering such an agreement must work with the Chancellor in advance of any discussions with potential partners.

## **Governor's Opportunity Award**

The Governor's Opportunity Award is awarded by each College to one resident student annually who graduated from a Nebraska high school and meets the following criteria:

1. has a standardized test score of 21-24 for the ACT or 1500-1650 composite for SAT;
2. is enrolling for the first time in a postsecondary institution; and
3. provides a written essay addressing why the student plans to stay in Nebraska and contribute to the state.

One student from each College is provided this award each year. The award is not transferable from one College to another. The award will be a waiver of one-half of resident tuition for four (4) years (up to 16 credit hours per semester up to a maximum of 128 hours toward an undergraduate degree.) The Governor's Opportunity Award is renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met.

## **NSCS Advantage Program**

The program is a system effort designed for entering first-time freshmen students who receive a federal Pell Grant. This program assures that these students will not pay tuition at any of the Nebraska State Colleges. Each participant in this program must be:

- A Nebraska Resident
- A federal Pell Grant recipient
- A new first-time freshman; and
- Enrolled in at least 12 **on-campus** credit hours

The award is limited to a maximum of 16 credit hours per semester. Additional limitations are in place for the award of any remissions for online courses taken in addition to the 12 on-campus credit hours. The award is not available for transfer students.

For eligible participants, the program provides the difference between the cost of tuition and the amount of all other awards. Other awards include Pell, Supplemental Educational Opportunity Grant (SEOG), Nebraska Scholarship Grant (NSG), Academic Competitiveness Grant (ACG), institutional waivers, foundation scholarship assistance, and other awards. Continuation in the program requires the recipient to receive a federal Pell Grant every semester and to remain enrolled in one of the Nebraska State Colleges.

## **Cooperative Schools Scholarships**

Each College is authorized to award scholarships to students entering college for the first time from schools providing student teaching facilities, such scholarships to be for one-half of the tuition costs per semester for up to 16 credit hours per semester, not to exceed 128 credit hours toward undergraduate degrees. The College may authorize the cooperating school to designate one (1) such scholarship for each three (3) student teachers served based on recommendations by the high school principal. Criteria for the award includes academic ability (top one-half of class), service to the school and leadership qualities. Scholarships are renewable each academic year, provided the recipient maintains a 2.0 GPA.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 3 of 5**

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### **Student Teacher Supervision Scholarships**

Teachers who will be supervising the College's teacher-training students in their classrooms will receive a tuition waiver for the Student Teacher Supervision Course.

**Public Health Early Admission Student Track (PHEAST) Waivers** are a cooperative program between the University of Nebraska Medical Center's College of Public Health (UNMC CoPH) and the Colleges to provide full tuition waivers for selected students accepted into PHEAST. Selection of participants, participation requirements and waiver provisions are governed by the Program Agreement with the UNMC CoPH.

### **Employee Tuition Waivers**

The employee waivers provide tuition waivers for one (1) course for each term to eligible employees. See Policies 5102, 5103 and 5104 and Collective Bargaining Agreements for details.

### **Immediate Family Tuition Remission**

The immediate family tuition waivers provide a 67% reduction in tuition for immediate family (spouse and children who are twenty-four (24) years of age or younger) of eligible employees. See Policies 5102, 5103 and 5104 and Collective Bargaining Agreements for details.

### **Survivors of Deceased Employees**

These are full tuition waivers to spouse and/or children of College employees who die while under full-time, permanent system employment. Children must have been in a dependent status at time of employee's death. Waivers may be used only toward an undergraduate degree or to complete a graduate degree in progress. This remission is offered on a space available basis only, but may be used at any College.

### **Yellow Ribbon GI Education Enhancement Program (Yellow Ribbon Program)**

The Nebraska State College System is to provide tuition (and fees) assistance to eligible military veterans through the Yellow Ribbon Program. The Colleges will provide assistance in accordance with agreements in place with the Department of Veteran Affairs and in conjunction with education benefits provided by the federal government as a provision of the Post 9/11 Veterans Educational Act of 2008.

### **Family of Deceased or Disabled Veterans**

This remission program is provided to Nebraska residents pursuant to the terms of Neb. Rev. Stat. §80-411. Remission recipients must have a parent, stepparent, or spouse who was a member of the United States armed forces who:

- died of a service-connected disability, injury or illness (either before or subsequent to discharge);
- is permanently and totally disabled as a result of military service; or
- while a member of the United States armed forces is classified as missing in action or as a prisoner of war during armed hostilities.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 4 of 5**

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### **In the Line of Duty Dependent Education Benefit (tuition and fees waiver)**

The In the Line of Duty Dependent Education Benefit is established for children of law enforcement officers and firefighters killed in the line of duty on or after April 23, 2009. The benefit is for full-time undergraduate students pursuing a baccalaureate degree. The Colleges will waive tuition and fees remaining after the application of federal financial aid grants and state scholarships and grants awarded to the eligible dependent. To remain eligible, the dependent must comply with all requirements of the institution for continued attendance and award of a baccalaureate degree. Verification of dependent eligibility is also made by obtaining a certificate of eligibility. Dependent eligibility includes children of members of emergency medical services ambulance squads that are not associated with a paid or volunteer fire department.

### **COLLEGE-BASED REMISSIONS**

The Colleges are, at the President's discretion, authorized to provide College-Based remissions. Beginning in fiscal 2014-15, total College-based remissions generally shall not exceed 16% of the College's gross tuition before any refunds and remissions. Each College shall establish minimum guidelines and requirements for such remissions in addition to continued good academic standing for any renewal and any other requirements specifically spelled out below. Categories may include the following and policies and procedures for these awards shall be set by each College, approved by the President, and reported to the Board.

**Athletic Awards** are provided in accordance with College-established allocations each year.

The Colleges, based on funding available, may award up to the equivalent of 60 FTE resident tuition waivers. A College may, with the Chancellor's approval, increase its athletic awards up to the maximum allowed by the conference or athletic association to which each College belongs. Full or partial awards to male or female athletes, residents or nonresidents, may be made at the discretion of each College within funding allocation. Student athletes receiving renewable awards must maintain the minimum GPA requirements of the conference or athletic association.

**Graduate Assistantships** provide a stipend established by the College and adjusted as necessary, in addition to a waiver of up to 18 hours of tuition per academic year and the immediately-following summer session, depending upon workload and term of appointment, while employed as a graduate assistant. Each College shall report its stipend policy to the Chancellor.

**International Student Scholarships** may be provided to qualified undergraduate students who are citizens of other countries. The purpose is to provide opportunities to interact with the international community and bring diversity to the College.

**Need-Based Tuition Waivers** are awarded based upon financial need and in most cases supplement available federal financial assistance.

**Phi Theta Kappa Community College Transfer Scholarship** provides tuition waivers to graduates of community colleges who have maintained a 3.5 grade point average and who were inducted into the Phi Theta Kappa Society. The purpose of the scholarship is to encourage outstanding community college graduates to attend a State College. The scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA at the College. The scholarships are the waiver of basic tuition to a maximum of 64 credit hours toward the baccalaureate degree.



# STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 5 of 5**

**Special Activity Awards** are used to attract students who have talent in activities such as music, art, theatre, journalism, etc.

**Rural Health Opportunities Program (RHOP) Waivers** are a cooperative program between the University of Nebraska Medical Center (UNMC) and the Colleges to provide full tuition waivers for selected students accepted into RHOP. Selection of participants is determined by representatives of UNMC and the Colleges.

**Other Discretionary Waivers** may be awarded by each College. Examples include Presidential Scholarships, the Peru State One Rate Any State waiver, and Senior Citizen waivers.

Legal Reference: RRS 80-411 Waiver of tuition at institutions of higher education; qualifications; application; Director of Veterans' Affairs; approval; effect; rules and regulations.  
RRS 85-504 State education institutions; fees; waiver  
RRS 85-501 State educational institutions; nonresident fees  
RRS 85-2304 *In the Line of Duty Dependent Education Benefit*; established; eligibility; waiver of tuition and fees; application; notice; determination; effect

Policy Adopted: 1/28/77  
Policy Revised: 2/7/83  
Policy Revised: 10/16/86  
Policy Revised: 6/5/93  
Policy Revised: 9/26/97  
Policy Revised: 11/12/98  
Policy Revised: 4/13/00  
Policy Revised: 2/12/04  
Policy Revised: 6/2/06  
Policy Revised: 1/13/09  
Policy Revised: 4/17/09  
Policy Revised: 9/11/09  
Policy Revised: 1/12/10  
Policy Effective: 7/1/11  
Policy Revised: 3/25/11  
Policy Revised: 11/4/11

Approved: 1/19/11

Policy Revised:

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policy 6021; Income; Tuition and Online Rate**

Priority: Educational Excellence Throughout the System

Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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This policy was revised to include information on the Dual Enrollment Program and “The Bridge” rate at the College Center in South Sioux City for Wayne State. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 6021.

# FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6021**

**Income; Tuition, ~~and~~ Online Rate,  
and Dual Enrollment Rate**

**Page 1 of 2**

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## BOARD POLICY

The Board shall fix and collect tuition for resident, non-resident, undergraduate and graduate students who matriculate at the ~~State~~ Colleges. The Board shall also fix and collect an online rate for online courses.

## PROCEDURE

The following guidelines will be used in establishing tuition rates:

1. The Board will advocate sufficient funding from the state to maintain affordable tuition so more citizens can avail themselves of the opportunity to attend college.
2. Factors which may be considered in establishing undergraduate resident rates will include, but not be limited to, availability of general funds, resource requirements of the Colleges, peer comparisons, consumer price index, higher education price index, availability of financial assistance and changes in regional per capita income.
3. Tuition rates should reflect the higher cost of graduate instruction. Graduate tuition will be set at approximately 125 percent (125%) of the undergraduate rate.
4. In recognition of the value of a diverse student population and the fact that the ~~State~~ Colleges' service regions extend beyond the Nebraska borders, out-of-state undergraduate tuition will not exceed 200 percent (200%) of undergraduate resident tuition.
5. Graduate non-resident tuition will be set at approximately 125 percent (125%) of undergraduate non-resident tuition.
6. Non-resident Scholars' tuition rate shall be 100 percent (100%) of the resident rate.
7. The Midwestern Higher Education Compact tuition rate shall be 150 percent (150%) of the resident rate.
8. Iowa residents will be eligible for the Midwestern Higher Education Compact tuition rate.
9. The One Rate Any State tuition rate for undergraduate, non-resident, on-site students at Peru State College is one dollar (\$1.00) above the undergraduate, resident rate.
10. The "Bridge" tuition program at the College Center in South Sioux City for undergraduate and graduate on-site students is \$1.00 above the undergraduate and graduate resident rates, respectively.

The following guidelines will be used in establishing online rates:

1. The online rate will be inclusive of tuition and fees. In addition, every student who matriculates to any College for the first time shall pay a matriculation fee.
2. There will be one rate for undergraduate and one rate for graduate online courses. -The graduate rate will be set at approximately 125 percent (125%) of the undergraduate rate.

# FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 6021**

**Income; Tuition, ~~and~~ Online Rate,  
and Dual Enrollment Rate**

Page **1**2 of 2

3. Each College will establish a distribution formula for the one-rate, which must be approved by the Chancellor. -Funds distributed outside of the cash fund per credit hour shall not exceed the equivalent of on-campus student fees credited to that fund. -The distribution formula must include funding for the Capital Improvement Fee at the current approved rate.
4. Period enrollment reports will include enrollments in online courses.

The following guidelines will be used in establishing the dual enrollment program rate:

1. The dual enrollment rate will be inclusive of tuition and fees. In addition, every student who matriculates to any College for the first time shall pay a matriculation fee.
2. The only fee required for dual enrollment courses is the Capital Improvement Fee.
3. Each College will assure credit to the Capital Improvement Fee of the current approved rate for the fee, which fee is included in the dual enrollment rate.

Legal Reference: RRS 85-501  
RRS 85-503

State educational institutions; Non-resident fees  
State educational institutions; Tuition

Policy Adopted: 3/11/94  
Policy Revised: 2/10/05  
Policy Revised: 9/14/07  
Policy Revised: 4/17/09  
Policy Revised: 9/9/11

Policy Revised:

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: First & Final Round Approval of Revisions to Board Policy 7016; Contracts; Consulting Services and Deletion of Board Policies 5023; Hiring of Special Services and 7017; Contracts; Contingent Fee Contracts**

Priority: Educational Excellence Throughout the System  
Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers  
Strategy: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students  
Priority: Financial Strength of the System  
Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

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These policies are being revised to clarify the requirements for contracts for consulting services. Policy 5023 will be deleted as the information in Policy 5023 was incorporated into Policy 7016. Policy 7017 refers to contingent fee contracts. While contingent fee contracts are not specifically prohibited, any such contracts can be considered in accordance with Policy 7016. Policy 7017 will be deleted.

The System Office recommends approval of the revisions to Policy 7016 and the deletion of Policies 5023 and 7017. Attached are copies of Board Policy 7016, 5023 and 7017.

# BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 7016**

**Contracts; Consulting Services**

**Page 1 of 1**

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## BOARD POLICY

The Board ~~of Trustees~~ recognizes the value and financial savings that may accrue from the use of experienced consultants to the Board, staff and faculty on special aspects of the ~~college-College~~ programs. Since no institution can include in its personnel appointments all the highly qualified and widely experienced people on all phases of ~~college-College~~ operations, the Board will therefore contract from time to time as appropriate with individuals or groups for special consulting services.

The hiring and retention of personnel not regularly employed by the Colleges and the System Office to act as legal counsel or auditor, for durations greater than five (5) days for any College or the System Office, shall be approved by the Chancellor. In each instance the Chancellor shall notify the Board.

In all other cases, the Presidents are delegated the responsibility for selecting, negotiating and signing on behalf of the Board, contracts under twenty-five thousand dollars (\$25,000) for consultation services, ~~which are included in the operations or revenue bond budgets~~. For such contracts where the fee is estimated to be between twenty-five thousand dollars (\$25,000) and fifty thousand dollars (\$50,000), ~~such the~~ contracts shall be approved by the Chancellor and signed by the President and Chancellor. All consulting contracts exceeding fifty thousand dollars (\$50,000) that are covered under this policy shall follow a competitive RFP process and be approved by the Board and signed by the President and Chancellor. ~~All Any consulting contracts not approved by the requiring Board approval must be reported to the Board.~~

Legal Reference: RRS 85-304

Board of Trustees; Powers; Enumerated

Policy Adopted: 3/11/94

Policy Revised: 9/15/06

Policy Revised: 4/13/07

Policy Revised:

**PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 5023**

**Hiring of Special Services**

**Page 1 of 1**

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**BOARD POLICY**

~~The hiring and retention of personnel not regularly employed by the State Colleges and the System Office to act as legal counsel, auditor, architect or professional consultant for durations greater than five (5) days for any State College or the System Office shall be approved by the Chancellor. In each instance, the Chancellor shall notify the members of the Board.~~

Policy Adopted: 6/5/93

Policy Revised: 6/2/06

[Policy Revised:](#)

Delete Entire Policy

## BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7017

Contracts; Contingent Fee Contracts

Page 1 of 1

### **BOARD POLICY**

~~Contingent fee contracts may be used in the State College System when it is financially advantageous to use them. Contingent fee contract means any contract or agreement which provides for payment of a contingent fee. Contingent fee means any fee, whether commission, percentage, brokerage, finder's fee, or contingent fee or otherwise denominated, which is a percentage or portion of the amount or value recovered, obtained or involved.~~

~~Contingent fee contracts of any kind that are anticipated to result in the payment of a contingent fee in excess of Twenty five Thousand Dollars (\$25,000.00) per annum shall not become effective until executed by the Chancellor. The Chancellor shall, at least thirty (30) days prior to such execution, provide notice to the public at large of the intent to enter into such a contract through publication in a newspaper with state wide distribution.~~

Legal Reference: RRS 73-204

Public Lettings; Contracts; Contingent Fees

Policy Adopted: 11/11/95

Policy Revised: 9/15/06

[Policy Deleted:](#)



**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**ACTION: First & Final Round Approval of Board Policy 7026; Cell Phones and Stipends**

Priority: Financial Strength of the System  
Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

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Board Policy 7026 was developed to provide a systemwide policy for the use of cell phones for business purposes and to provide a stipend option for business use of personal cell phones.

Prior to this policy, an employee could either be issued a College cell phone for College business only, or could request reimbursement for business use of a personal cell phone if detailed records of overages for business use were submitted. The policy adds a third option of providing a monthly stipend, when preferable to an employee and their supervisor

In addition to the policy provided here, an NSCS document will be maintained with more detailed requirements of NSCS cellular services.

The System Office recommends approval of this policy. Attached is a copy of Board Policy 7026.

**4.23.-2**

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 7026**

**Cells Phones and Stipends**

**Page 1 of 1**

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**BOARD POLICY**

Employees who hold positions that include the need for a cell phone may either receive a State issued cell phone or a cell phone stipend to compensate for business-related costs incurred when using their individually-owned cell phones.

If an employee meets the eligibility requirements for a cell phone, as outlined in NSCS procedures, a stipend may be requested using the Cellular Services Stipend Acknowledgement and Agreement form. Once approved, the stipend amount will be added to the employee's regular pay. In order to meet IRS guidelines, any amount added for cell phone service will be identified as a taxable benefit. Taxes on that amount will be deducted from the employee's pay. This stipend does not constitute an increase to base pay, and will not be included in the calculation of percentage increases to base pay due to annual raises, job upgrades, benefits based on a percentage of salary, etc.

The stipend will be paid as a flat rate per month, based on the selected services(s) and usage level(s) outlined in the NSCS' procedures.

Policy Adopted:

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

**ACTION: Approve the Following Contracts and Change Order as Submitted by Chadron and Wayne State Colleges**

**Chadron Contract**

- Campus (security cameras) - \$109,983.95

**Wayne Contract**

- Campuswide Dashboard (implement energy study recommendations) - \$216,361

**Wayne Change Order**

- Hahn Administration Building (#7 roof replacement) - \$64,021

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

Board policies 7015, 7016 and 8065 require that the following types of contracts and change orders be submitted to the Board for approval.

**CONTRACTS** – a) construction contracts for more than \$100,000; b) architect/engineer fees of more than \$40,000; c) consultant contracts for more than \$50,000; and d) exempt contracts exceeding \$50,000.

<b>Chadron State</b>	
Location on Campus:	Campus
Contracted Work:	Security Cameras
Contract Amount:	\$109,983.95
Fund Source:	Cash (Health insurance Premium Holiday Funds)
Contractor:	Golden West

<b>Wayne State</b>	
Location on Campus:	Campuswide Dashboard
Contracted Work:	Implement Energy Study Recommendations
Contract Amount:	\$216,361
Fund Source:	Cash & Revenue Bond
Contractor:	Johnson Controls, Sioux Falls, SD

4.24.-2

**CHANGE ORDER** – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are more than \$20,000. If approval of change order is critical to project schedule, \$20,000 to \$60,000 range change orders may be approved by Chancellor and ratified at next Board meeting.

<b>Wayne State College</b>	
Location on Campus:	Hahn Administration
No. & Description:	#7 – Roof replacement
Change Order Amount:	\$64,021
Fund Source:	LB 309
Contractor:	Hausmann Construction, Lincoln, NE

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair  
Larry Teahon*

June 15, 2012

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**ACTION: Approve a Perpetual Easement for the City of Wayne**

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

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The easement will allow the City of Wayne to replace a secondary feed to residential customers east of the Campus Services building (northeast corner of campus). The System Office recommends the approval the perpetual easement for the City of Wayne for a 20 foot strip of land to be used for the construction and maintenance of public service utilities include cable TV.

## EASEMENT

This easement granted this \_\_\_\_\_ day of June, 2012 by the Board of Trustees of the Nebraska State Colleges, operating as Wayne State College, in the City of Wayne, Wayne County Nebraska, hereinafter called the “**Grantor**”, to the City of Wayne, Nebraska, hereinafter called the “**City**”.

In consideration of the sum of One Dollar (\$1.00) and other valuable consideration, the receipt of which is hereby acknowledged by the Grantor, the Grantor grants to the City a 20 foot perpetual easement for the construction and maintenance of public service utilities including cable TV under and upon the real estate owned by the Grantor, described as follows:

A tract of land being the east 20 feet of the Southeast Quarter of the Northwest Quarter of Section 7, Township 26 North, Range 4 East of the 6<sup>th</sup> P.M., Wayne County, Nebraska.

It is further agreed that:

1. The City shall have the right to construct, inspect, reconstruct, repair, operate, and maintain under and upon the described real estate the aforesaid utilities with a right to alter, repair, or remove the same in full or in part at any time.
2. The City shall have the privilege of ingress and egress for its officers, employees, and duly authorized agents, and for all necessary construction equipment for any activity necessary for the purpose of this easement.
3. The City shall have the right and privilege to trim or remove such trees, brush, and vegetation as may, in any way, interfere with or endanger the continuous, safe operation of the facilities installed under this easement.
4. The City shall, at all times, exercise due care and diligence to avoid injury or damage to the personal property of the Grantor and in the conduct of the activities necessary for the purpose of this easement.
5. In the event of the removal of the aforesaid utilities and the abandonment of the right-of-way herein granted, the easement shall terminate and all rights under it shall revert to the Grantor.

Board of Trustees of the Nebraska State Colleges,  
doing business as Wayne State College

By \_\_\_\_\_  
Carter Peterson, Board Chair

State of Nebraska        )  
                                  ) ss.  
County of Wayne        )

The foregoing instrument was acknowledged before me on \_\_\_\_\_,  
by Board of Trustees of the Nebraska State Colleges, doing business as Wayne State  
College.

\_\_\_\_\_  
Notary Public

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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The following management bargaining teams have been appointed in preparation for the next bargaining session with the State College Education Association (SCEA), the Nebraska State College Professional Association (NSCPA), and the National Association of Public Employees, Local #61, of the American Federation of State, County and Municipal Employees (NAPE/AFSCME) bargaining units:

Chief Negotiator: Kristin Petersen

Faculty Unit (SCEA): Charles Snare, CSC  
Todd Drew, PSC  
Michael Anderson, WSC

Professional Staff Unit (NSCPA): Kara Vogt, CSC  
Eulanda Cade, PSC  
Cheryl Waddington, WSC

Support Staff Unit (NAPE): Kara Vogt, CSC  
Eulanda Cade, PSC  
Cheryl Waddington, WSC

Negotiations for the next biennium (2013-2015) are to commence on or before September 12, 2012.



**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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Foundation Employee Compensation Reports  
(For Information Only)

Priority: Financial Strength of the System

Goal: 5. Secure public and private funding sources

Strategy: f. Keep Board of Trustees informed on the financial status of the colleges and system

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The Chadron State Foundation's employee's salaries for 2012-2013 are attached as an information item.

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2011-2012 Salary Base	1.00% increase	Adjustments			2012-2013 Total Annual Salary	Notes
					Degree	Other	% Increase		
<b><u>PROFESSIONAL STAFF-NON-UNION - FOUNDATION</u></b>									
HAAG, CRICKET	BUSINESS MANAGER	1.00	47,355.00	473.55			1.00%	47,829.00	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	82,562.00	825.62			1.00%	83,388.00	
		2.00	129,917.00	1,299.17				131,217.00	
<b><u>SUPPORT STAFF-NON-UNION - FOUNDATION</u></b>									
VACANT	OFFICE ASSISTANT I	1.00						18,312.00	
		1.00						18,312.00	
<b>TOTAL FOUNDATION FUNDED POSITIONS</b>		<b>3.00</b>	<b>129,917.00</b>	<b>1,299.17</b>				<b>149,529.00</b>	

**Academic & Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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Reports of Personnel Actions  
(For Information Only)

Priority: Educational Excellence Throughout the System  
Goal: 3. Recruit, retain and invest in excellent faculty and staff

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Board Policy 5021 states that all full-time (0.75 FTE or more) and part-time (less than .75 FTE) personnel appointments, overload assignments and summer school contract extensions be approved by the Presidents and reported to the Chancellor. The reports are included in the Board materials to establish a record of such action.

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Albertazzi, Teri	Applied Sciences	Instructor	36,000.00	State	08/16/2012 - 05/04/2013	1.00	New appointment; replaces Jay Sutcliffe	Probationary/Tenure Track
Jackson, Allen	Health, Physical Education & Recreation	Assistant Professor	47,920.00	State	08/19/2004 - 05/05/2012	1.00	Termination	NA
Ritzen, Scott	Athletics; Head Wrestling Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Stack, Robert	Athletics; Head Women's Softball Coach	NA	TBD	State-Camp	TBD	NA	Camp Assignment	NA
Stack, Robert	Athletics; Head Women's Softball Coach	NA	15,302.00	State	07/01/2012 - 06/30/2013	NA	Appointment	Special

<b>UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Andrews, Derek	Admissions Representative	NA	39,781.00	State	09/12/2005 - 07/31/2012	1.00	Resignation	NA
Baily, Janel	Assistant Director-Residence Life	NA	23,660.00 prorated (1,032.76)	Revenue Bond	06/15/2012 - 06/30/2012	1.00	New appointment; replaces Mary Landen	Special
Croft, Heather	Academic Advisor	NA	35,784.00 prorated (4,797.13)	State	05/14/2012 - 06/30/2012	1.00	Reclassification	Specific-Term
Gamble, Brad	Assistant Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Hencey, Danielle	Academic Advisor	NA	35,784.00 prorated (4,797.13)	State	05/14/2012 - 06/30/2012	1.00	Reclassification	Specific-Term
Hulquist, Seth	Admissions Representative	NA	32,663.00 prorated (4,378.73)	State	05/14/2012 - 06/30/2012	1.00	Additional duties	Specific-Term
Jersild, Craig	Assistant Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Landen, Mary	Assistant Director-Residence Life	NA	24,734.00	Revenue Bond	09/20/2010 - 06/15/2012	1.00	Resignation	NA
Larson, Jeff	Football Defensive Coordinator	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Meter, Deborah	Cooperative Education Coordinator	NA	47,378.00	State	02/01/2001 - 06/01/2012	1.00	Retirement	NA
Mwaura, Ben	International Education Program Coordinator	NA	40,400.00	State	05/23/2011 - 06/30/2012	1.00	Non-renewal	NA
Pritchett, Bryant	Assistant Director-Residence Life	NA	23,897.00 prorated (2,337.73)	Revenue Bond	05/28/2012 - 06/30/2012	1.00	New appointment; replaces Shelby Huish	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Redden, Alison	Teacher	NA	27,000.00	Self-funded	NA	1.00	Resigned before employment began	NA
Scoggan, Alisha	Financial Aid Counselor	NA	29,000.00 prorated (6,099.67)	State	04/16/2012 - 06/30/2012	1.00	New appointment	Special
Stein, Christopher	Football Offensive Coordinator	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Stephen, Mark	IT Specialist	NA	52,773.00	State	02/10/1984 - 07/06/2012	1.00	Retirement	NA

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Baily, Ryan	Head Track & Field Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Bargen, Brent	Head Men's Basketball Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Connealy, Timothy	Head Women's Basketball Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Douglas, Sherry	Interim, Executive Director of Student Services	NA	71,000.00 prorated (9,518.12)	State	05/14/2012 - 06/30/2012	1.00	Interim appointment; title change & duties	Special
Long, Jay	Head Football Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Marquis, Natasha	Head Volleyball Coach	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA
Mitchell, Melissa	Director of Records	NA	52,450.00 prorated (7,031.34)	State	05/14/2012 - 06/30/2012	1.00	Title change; additional duties	Specific-Term
Park, Janie	President	NA	164,732.00	State	08/15/2005 - 05/11/2012	1.00	Retirement	NA
Prestwich, Aaron	Interim, Executive Director of Student Life	NA	57,000.00 prorated (7,641.29)	State	05/14/2012 - 06/30/2012	1.00	Interim appointment; new position	Special
Rhine, Richard	Interim, President	NA	140,000.00 prorated (18,768.12)	State	05/12/2012 - 06/30/2012	1.00	Interim appointment; Replaces Janie Park	Special
Schaer, Jennifer	Interim, Director-TRIO	NA	43,500.00 prorated (9,015.42)	Grant	06/04/2012 - 08/31/2012	1.00	Interim appointment; Replaces Aaron Prestwich	Special
Smith, Brad	Director of Athletics	NA	TBD	State-Camp	TBD	NA	Summer Camp Assignment	NA

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bentz, Laura	Visual & Performing Arts	Associate Professor	4,087.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; ART 239-79A	Special
Bird, Richard	Visual & Performing Arts	Professor	5,621.00	State	05/07/2012-08/16/2012	NA	Summer Department Chair	Special
Blundell, E. Patricia	Education	Professor	3,000.00	State	07/01/2011 - 06/30/2012	NA	TK20 Faculty Coordinator	Special
Brammer, Dawn	Health, Physical Education & Recreation	Assistant Professor	271.86	State	01/09/2012 - 05/05/2012	NA	Independent Study; HPER 400-02 - 1 stdt	Special
Brammer, Dawn	Health, Physical Education & Recreation	Assistant Professor	3,503.00	State	05/07/2012 - 06/01/2012	0.10	May Summer Session; HPER 339-79A1	Special
Bruehlman, August	Business	Associate Professor	5,236.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Butterfield, Charles	Applied Sciences	Professor	4,901.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Carey, Charles	Music	Instructor	2,955.00	State	05/07/2012 - 06/01/2012	0.10	May Summer Session; MUS 235-79A1	Special
Carnot, Mary Jo	Counseling, Psychology & Social Work	Associate Professor	4,127.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; PSYC 541-79A	Special
Cary, Philip	Mathematical Sciences	Associate Professor	90.62	State	01/09/2012 - 05/05/2012	NA	Independent Study; MATH 400-79 - 1 stdt	Special
Donahue, Tim	Business	Professor	4,984.00	NBDC Grant	05/07/2012 - 05/31/2012 & 08/01/2012 - 08/16/2012	NA	Director NBDC Summer duties	Special
Enos, Karen	Education	Associate Professor	2,887.00	State	05/07/2012 - 06/01/2012	0.07	May Summer Session; EDUC 361-99A1	Special
Enos, Karen	Education	Associate Professor	1,444.00	State	05/07/2012 - 06/29/2012	0.03	May Summer Session; EDUC 405	Special
Enos, Karen	Education	Associate Professor	166.66	State	05/07/2012 - 06/29/2012	NA	ITV Course - EDUC 405 - 2 sites	Special
Evertson, Matthew	English & Humanities	Professor	4,880.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; ENG 435/535-79A	Special
Evertson, Matthew	English & Humanities	Professor	4,880.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Fickel, Twila	Physical & Life Sciences	Assistant Professor	543.71	State	01/09/2012 - 05/05/2012	NA	Independent Studies; BIOL 400-03 - 1 stdt & BIOL 400-02 - 1 stdt	Special
Frink, Teresa	Applied Sciences	Assistant Professor	362.48	State	01/09/2012 - 05/05/2012	NA	Independent Study; AGRI 400- 1 stdt & BIOL 400 - 1 stdt	Special
Gaudet, Laura	Counseling, Psychology & Social Work	Professor	4,901.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Griffith, George	English & Humanities	Professor	6,861.00	State	05/07/2012 - 06/01/2012	0.10	May Summer Session; PHIL 432-79A1	Special
Griffith, George	English & Humanities	Professor	1,500.00	State		NA	Online Course Development; PHIL 432	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Haugland, Jerry	Business	Professor	5,090.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; ACTG 241-79A	Special
Hoem, Bruce	Counseling, Psychology & Social Work	Associate Professor	4,087.00	State	05/07/2012 - 05/31/2012	NA	Social Work Department placement & reporting	Special
Hunn, Lorie	Education	Professor	1,425.00	State	05/07/2012 - 06/29/2012	0.03	May Summer Session; EDUC 405	Special
Hunn, Lorie	Education	Associate Professor	166.66	State	05/07/2012 - 06/29/2012	NA	ITV Course - EDUC 405 - 2 sites	Special
Jamison, Todd	Business	Instructor	2,698.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; BIS 130-79A	Special
Jamison, Todd	Business	Instructor	2,698.00	NBDC Grant	05/07/2012 - 07/31/2012	NA	Summer NBDC duties	Special
Keith, Tim	Physical & Life Sciences	Professor	5,157.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Kendrick, Roger	Physical & Life Sciences	Professor	181.24	State	01/09/2012 - 05/05/2012	NA	Independent Studies - PHYS 400 - 2 stdts	Special
Kendrick, Roger	Physical & Life Sciences	Assistant Professor	258.79	State	04/11/2011 - 04/12/2012	NA	Independent Study - PHYS 400-02 - 1 stdt	Special
King, Don	Education	Professor	4,997.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
King, Donald	Education	Professor	1,666.00	State	05/07/2012 - 06/29/2012	0.03	May Summer Session; EDUC 405	Special
King, Donald	Education	Professor	166.66	State	05/07/2012 - 06/29/2012	NA	ITV Course - EDUC 405 - 2 sites	Special
Koehn, James	Business	Associate Professor	4,985.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; ACTG 433/533-79A	Special
Koza, Richard	Business	Professor	5,711.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; FIN 330-79A	Special
Leesch, Lisette	Justice Studies	Associate Professor	4,622.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Leite, Michael	Physical & Life Sciences	Professor	979.56	State	01/09/2012 - 05/05/2012	NA	Independent Studies - GEOS 400 - 2 stdts & GEOS 500 - 1 stdt	Special
Limbach, Barbara	Business	Professor	11,196.00	State	05/07/2012 - 06/29/2012	0.20	May Summer Session; BA 431-79A & BA 331-79A	Special
Mays, Roger	Visual & Performing Arts	Professor	90.62	State	01/09/2012 - 05/05/2012	NA	Independent Study; TH 400-02 - 1 stdt	Special
McCallum, Henry	Education	Assistant Professor	1,366.00	State	05/07/2012 - 06/29/2012	0.03	May Summer Session; EDUC 405	Special
McCallum, Henry	Education	Assistant Professor	166.66	State	05/07/2012 - 06/29/2012	NA	ITV Course - EDUC 405 - 2 sites	Special
Moeller, Janet	Education	Instructor	4,832.00	State	05/07/2012 - 06/01/2012	0.13	May Summer Session; SPED 334-79A1 & 79A2	Special
Moody, Yvonne	Applied Sciences	Associate Professor	90.62	State	01/09/2012 - 05/05/2012	NA	Independent Study; FCS 400-79 - 1 stdt	Special
Moody, Yvonne	Applied Sciences	Associate Professor	5,729.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; FCS 437/537-79A	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Nealeigh, Norma	Applied Sciences	Professor	271.86	State	01/09/2012 - 05/05/2012	NA	Independent Study; FCS 400-02 - 1 stdt	Special
Petersen, G. Ann	Education	Professor	1,594.00	State	05/07/2012 - 06/29/2012	0.03	May Summer Session; EDUC 405	Special
Petersen, G. Ann	Education	Professor	166.66	State	05/07/2012 - 06/29/2012	NA	ITV Course - EDUC 405 - 2 sites	Special
Rahman, Shafiqur	Social & Communication Arts	Associate Professor	4,430.00	State	01/09/2012 - 05/05/2012	NA	Summer Department Chair	Special
Rahman, Shafiqur	Social & Communication Arts	Associate Professor	3,000.00	State	07/01/2011 - 06/30/2012	NA	TK20 Faculty Coordinator	Special
Ritzen, Donna	Health, Physical Education & Recreation	Assistant Professor	362.48	State	01/09/2012 - 05/05/2012	NA	Independent Studies; HPER 400 - 4 stdts	Special
Ritzen, Scott	Health, Physical Education & Recreation	Professor	5,320.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Roweton, William	Counseling, Psychology & Social Work	Professor	6,370.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; PSYC 438/538-79A	Special
Schaeffer, Susan	Counseling, Psychology & Social Work	Associate Professor	4,092.00	State	05/07/2012 - 08/03/2012	0.13	May Summer Session; COUN 640	Special
Smith, Thomas	Social & Communication Arts	Assistant Professor	1,704.52	State	01/09/2012 - 05/05/2012	NA	Independent Studies; HIST 400 - 5 stdts & HIST 500 - 1 stdt	Special
Stack, Robert	Mathematical Sciences	Professor	5,828.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Stack, Robert	Mathematical Sciences	Professor	1,506.02	State	01/09/2012 - 05/05/2012	NA	Independent Studies; MATH 600-79 - 1 stdt, MATH 500-79 - 1 stdt, MATH 400 - 3 stdts	Special
Stack, Robert	Mathematical Sciences	Professor	5,228.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; MATH 232-79A	Special
Stewart, Deborah	Counseling, Psychology & Social Work	Associate Professor	4,399.00	State	05/07/2012 - 05/31/2012	NA	Social Work Department annual report	Special
Taylor, Una	Music	Associate Professor	3,990.00	State	05/07/2012 - 08/16/2012	NA	Summer Department Chair	Special
Vogl, Michael	Mathematical Sciences	Assistant Professor	453.10	State	01/09/2012 - 05/05/2012	NA	Independent Studies; MATH 400-04 - 1 stdt & MATH 400-02 - 1 stdt	Special
Waldo, Jamie	Business	Associate Professor	9,830.00	State	05/07/2012 - 06/29/2012	0.20	May Summer Session; MGMT 639-79A & 79A2	Special
Waugh, Wendy	Business	Professor	10,686.00	State	05/07/2012 - 06/29/2012	0.20	May Summer Session; BIS 632-79A & 79A2	Special
Waugh, Wendy	Business	Professor	3,000.00	State	07/01/2011 - 06/30/2012	NA	TK20 Faculty Coordinator	Special
Wentworth, Beth	Mathematical Sciences	Associate Professor	815.58	State	01/09/2012 - 05/05/2012	NA	Independent Study; MATH 400 - 3 stdts	Special
Woods, Kathleen	Counseling, Psychology & Social Work	Assistant Professor	7,564.00	State	05/07/2012 - 06/29/2012	0.20	May Summer Session; COUN 541-79A & COUN 636-79A	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY</b> (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Wright, James	Business	Professor	6,188.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; BA 336-79A	Special
Younglove, Georgia	Applied Sciences	Professor	90.62	State	03/21/2012 - 05/05/2012	NA	Independent Study; AGR1 400-02 - 1 stdt	Special

<b>NON-RANKED FACULTY</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Shuler, Sidney	Music	Visiting Assistant Professor	42,000.00	State	08/16/2012 - 05/04/2013	1.00	Special appointment; replaces Adam Lambert	Special
Balmat, Jennifer	Physical & Life Sciences	NA	2,100.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; GEOS 130-79A	Special
Crouse, Kerma	Education	NA	700.00	State	05/07/2012 - 06/01/2012	0.03	May Summer Session; EDUC 270-79A1	Special
Erwin, Sean	English & Humanities	NA	2,100.00	State	05/07/2012 - 06/01/2012	0.10	May Summer Session; PHIL 432-79A2	Special
Hindman, Tara	Counseling, Psychology & Social Work	NA	2,100.00	State	05/07/2012 - 06/01/2012	0.10	May Summer Session; PSYC 131-79A1	Special
Hunter, Brett	Health, Physical Education & Recreation	NA	700.00	State	03/12/2012 - 05/05/2012	NA	HPER 216 -01 & 03	Special
Jost, Rhea	Social & Communication Arts	NA	2,100.00	State	05/07/2012 - 06/29/2012	0.10	May Summer Session; CA 125-79A	Special
Kenney, Richard	Counseling, Psychology & Social Work	NA	6,000.00	State	05/14/2012 - 08/15/2012	NA	Training & program development	Special
Pollard, Tracie	Education	NA	2,800.00	State	05/07/2012 - 06/01/2012	0.13	May Summer Session; EDUC 361-84	Special
Shuler, Sidney	Music	NA	2,000.00	State	08/01/2012 - 08/15/2012	NA	Training & preparation	Special
Sutcliffe, Jay	Applied Sciences	NA	4,200.00	State	05/07/2012 - 06/29/2012	0.20	May Summer Session; FCS 447/547-79A & FCS 247-79A	Special

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burrows, Darren	Resident Hall Coordinator	NA	9,000.00	Revenue Bond	08/04/2012 - 05/04/2013	0.70	New appointment; replaces Bryant Pritchett	Special
Pritchett, Bryant	Resident Hall Coordinator	NA	9,090.00	Revenue Bond	08/08/2010 - 05/11/2012	0.70	Resignation (date correction)	NA
Terrell, Courtney	Test Coordinator/Academic Advisor	NA	18,705.00	Grant	08/15/2011 - 07/03/2012	0.50	Resignation	NA

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Chadron State College**  
**MEETING DATE: June 15, 2012**

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ainslie, Melvin	Custodian	NA	7.28	Revenue Bond	04/06/2012 - 04/26/2012	NA	Duties performed in a higher classification	NA
Ainslie, Melvin	Interim, Custodial Leader	NA	2,479.50	State	5/1/2012	1.00	Interim appointment; replaces Jerry DeWitt	Non-Probationary
Alley, John	Custodian	NA	1,743.00	State	10/17/2005 - 05/31/2012	1.00	Retirement	NA
Baily, Janel	Office Assistant II	NA	1,770.17	State	03/14/2011 - 06/14/2012	1.00	Resignation	NA
Boggs, April	Custodian	NA	1,526.00	Revenue Bond	4/23/2012	1.00	New appointment; replaces Nicholas Prado	Probationary
Turman, Bridget	Custodian	NA	48.60	State	03/26/2012 - 05/16/2012	NA	Duties performed in a higher classification	NA

<b>NON-UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Mays, Lucinda	Grounds Supervisor	NA	2,833.33	State	5/1/2012	0.83	New appointment	Probationary

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 15, 2012**

**RANKED FACULTY**

(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ibrayeva, Elina	School of Professional Studies	Professor	\$71,000	State	08/19/11-08/31/12	1 AY	Resignation	N/A

**UNIONIZED PROFESSIONAL STAFF**

(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Fogle, Will	IT Support Specialist	N/A	\$34,500 pro-rated	State	05/07/12-06/30/12	1 FY	Appointment	Special
Bingham, Seth	Assistant Director - Residence Life	N/A	\$29,691	Revenue Bond	07/01/09-05/04/12	1 FY	Resignation	N/A
Haney, Mickey	Financial Aid Technical Support Specialist	N/A	\$45,450	State	10/11/10-08/08/12	1 FY	Appointment not renewed	N/A

**NON-UNIONIZED PROFESSIONAL STAFF**

(FULL TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jones, Vicky	TRIO Program Director	N/A	\$49,000 pro-rated	Federal Grant	05/01/12-08/31/12	1 FY	Appointment	Special
Fattig, Leslie	Human Resources Coordinator	N/A	\$40,000	State	08/25/08-05/31/12	1 FY	Resignation	N/A
Harrison, Richard	Director, Campus Services	N/A	\$80,000 pro-rated (previously \$78,000)*	State	12/01/11-06/30/12	1 FY	*Correction to previous salary reported April 20, 2012 Board meeting - Salary adjustment for NAA Certified Arborist Credentials	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Amen, Melissa	School of Education	Instructor	\$3,408.75	State	06/04/12-07/27/12	.10 AY	Summer Session, EDUC 375 03Z	Specific
Citrin, Anthony	School of Education	Professor	\$6,355.75	State	06/04/12-07/27/12	.10 AY	Summer Session, EDUC 365 49X	Specific
Citrin, Anthony	School of Education	Professor	\$6,355.73	State	06/04/12-07/27/12	.10 AY	Summer Session, EDUC 601 0049V	Specific
Jones-Branch, Julie	School of Education	Assistant Professor	\$3,711.76	State	06/04/12-07/27/12	.10 AY	Summer Session, EDUC 305 49X	Specific
Kearney, Mary Elizabeth	School of Education	Assistant Professor	\$3,800.93	State	06/04/12-07/27/12	.10 AY	Summer Session, EDUC 428 03Z	Specific
Ruskamp, Judith	School of Education	Associate Professor	\$8,671.35	State	06/04/12-07/27/12	.20 AY	Summer Session, EDUC 317 03Z, EDUC 300 03Z	Specific
Seay, Darolyn	School of Education	Instructor	\$4,382.10	State	06/04/12-07/27/12	.13 AY	Summer Session, EDUC 400 49X, EDUC 400 49V	Specific

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 15, 2012**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Albers, Stephanie	School of Professional Studies	N/A	\$2,214	State	03/12/12-05/04/12	.10 AY	PSYC 121-049Y	Special
Albert, Allan	School of Professional Studies	N/A	\$3,948	State	01/09/12-05/04/12	.10 AY	PSYC 121-49EE	Special
Albert, Allan	School of Education	N/A	\$1,602	State	03/12/12-05/04/12	.10 AY	EDUC 205-49Y	Special
Anderson, Josh	School of Arts and Sciences	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	ART 206-049Y	Special
Bennett, Pam	School of Professional Studies	N/A	\$3,948	State	01/09/12-05/04/12	.10 AY	SOC 201-49E1	Special
Benscoter, Andrew	School of Arts and Sciences	N/A	\$1,560	State	01/09/12-05/04/12	.10 AY	ENG 201-49EE	Special
Bowen, Tim	School of Education	N/A	\$2,100	State	03/12/12-05/04/12	.10 AY	HPER 313-03A	Special
Brand, Lesa	Graduate Programs	N/A	\$3,576	State	03/12/12-05/04/12	.20 AY	EDUC 530-049Y; EDUC 540-049Y	Special
Cain, Ellen	School of Education	N/A	\$1,500	State	03/12/12-05/04/12	.10 AY	SPED 405-03Z	Special
Cartegena, Teresa	School of Education	N/A	\$3,438	State	03/12/12-05/04/12	.10 AY	SPED 353-00Z	Special
Craver, Susan	School of Professional Studies	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	BUS 350-049Y	Special
Dreier, Libby	School of Education	N/A	\$2,214	State	03/12/12-05/04/12	.10 AY	EDUC 255-49Y	Special
Farris, Kris	School of Arts and Sciences	N/A	\$3,132	State	03/12/12-05/04/12	.10 AY	ENG 101-049Y	Special
Forsberg, Peggy	School of Professional Studies	N/A	\$3,030	State	03/12/12-05/04/12	.10 AY	SOC 201-049Y	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 15, 2012**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Fudge, Daniel	School of Arts and Sciences	N/A	\$4,458	State	01/09/12-05/04/12	.10 AY	SOC 201-49EE	Special
Fudge, Daniel	School of Professional Studies	N/A	\$4,662	State	03/12/12-05/04/12	.10 AY	PSYC 320-049W	Special
Gosch, Robert	School of Arts and Sciences	N/A	\$2,520	State	01/09/12-05/04/12	.10 AY	HIST 114-49EE	Special
Green, Mary Jane	School of Professional Studies	N/A	\$4,458	State	03/12/12-05/04/12	.10 AY	BUS 301-049Y	Special
Haverty, Patrick	Graduate Programs	N/A	\$3,438	State	03/12/12-05/04/12	.10 AY	MGMT 663-049W	Special
Haverty, Patrick	Graduate Programs	N/A	\$2,520	State	03/12/12-05/04/12	.10 AY	MGMT 663-049Y	Special
Hayes, Daniel	School of Professional Studies	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	CJUS 385-049Y	Special
Hays, Jon	School of Arts and Sciences	N/A	\$4,458	State	03/12/12-05/04/12	.10 AY	HIST 114-049Y	Special
Hoehn, Jorja	School of Education	N/A	\$1,476	State	03/12/12-05/04/12	.07 AY	HPER 101-49Y	Special
Jacobsen, Linda	School of Professional Studies	N/A	\$3,540	State	03/12/12-05/04/12	.10 AY	BUS 414-049Y	Special
Jacobsen, Linda	School of Professional Studies	N/A	\$3,438	State	03/12/12-05/04/12	.10 AY	BUS 380-049Y	Special
Judkins, Laura	School of Education	N/A	\$2,826	State	03/12/12-05/04/12	.10 AY	EDUC 434-49Y	Special
Kearney, James	School of Arts and Sciences	N/A	\$3,744	State	03/12/12-05/04/12	.10 AY	HIST 113-049Y	Special
Lee, Chris	School of Arts and Sciences	N/A	\$900	State	01/09/12-05/04/12	.10 AY	HIST 202-49EE	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 15, 2012**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lee, Chris	School of Arts and Sciences	N/A	\$1,806	State	03/12/12-05/04/12	.10 AY	HIST 202-049Y	Special
Maddox, Jim	School of Professional Studies	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	BUS 373-049Y	Special
McGee, Mary Karol	Graduate Programs	N/A	\$1,500	State	03/12/12-05/04/12	.10 AY	EDUC 556-049Y	Special
McGee, Mary Karol	Graduate Programs	N/A	\$1,350	State	03/12/12-05/04/12	.10 AY	EDUC 551-049Y	Special
Moss, Louise	School of Arts and Sciences	N/A	\$6,060	State	01/09/12-05/04/12	.20 AY	ENG 101-49EE; ENG 202-49EE	Special
Olson, Nicole	School of Education	N/A	\$2,100	State	03/12/12-05/04/12	.10 AY	EDUC 326-03A	Special
Radell, David	School of Arts and Sciences	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	MATH 340-049Y	Special
Robke, Gregg	Graduate Programs	N/A	\$710	State	04/26/12-04/27/12	.03 AY	INS 590-55A	Special
Simmons, P.K.	School of Arts and Sciences	N/A	\$2,214	State	03/12/12-05/04/12	.10 AY	ENG 329-049Y	Special
Snyder, Randall	School of Arts and Sciences	N/A	\$4,560	State	03/12/12-05/04/12	.10 AY	MUSC 215-049Y	Special
Tracy, Brenda	School of Education	N/A	\$1,296	State	03/12/12-05/04/12	.10 AY	SPED 200-49Y	Special
Vasiloff, Barbara	Graduate Programs	N/A	\$1,500	State	03/12/12-05/04/12	.10 AY	EDUC 520-049Y	Special
Warrick, Phil	Graduate Programs	N/A	\$750	State	03/12/12-05/04/12	.10 AY	SPED 500-049Y	Special
Weichel, Mark	Graduate Programs	N/A	\$2,622	State	03/12/12-05/04/12	.10 AY	EDUC 605-049Y	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE: Peru State College****MEETING DATE: June 15, 2012**

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Boden, Dan	Maintenance Repair Worker II	N/A	\$2,165	State	08/07/06-03/31/12	1.0 FY	Reclassified	N/A
Boden, Dan	Maintenance Repair Worker III	N/A	From \$2,165 to \$2,461	State	04/01/12	1.0 FY	New Appointment	N/A
Mann, Carmen	Custodian	N/A	\$1,526	State	04/09/12	1.0 FY	Appointment	N/A
Schultz, Ron	Maintenance Repair Worker II	N/A	\$2,165	State	11/21/05-03/31/12	1.0 FY	Reclassified	N/A
Schultz, Ron	Maintenance Repair Worker III	N/A	From \$2,165 to \$2,461	State	4/1/2012	1.0 FY	New Appointment	N/A
Williams, Jackie	Office Assistant II	N/A	\$2,825	Revenue Bond	01/01/79-05/31/12	1.0 FY	Resignation	N/A



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Begenchev, Mike	School of Arts and Humanities; Language and Literature Department	Interim Assistant Professor	\$19,000.00	State	8/16/12 – 12/19/12	.50	Interim Appointment	Special
Franklin, Laura	School of Education and Counseling; Counseling and Special Education Department	Assistant Professor	\$45,000.00	State	8/16/12 – 5/8/13	1.0	New hire; new position	Specific Term

<b>UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
DePew, Kim	Assistant Volleyball Coach	N/A	TBD	State-Camp	6/4-25, 25-26, 29/12; 7/9-11, 13/12	N/A	Summer Camp Assignment	N/A
Derechailo, Melissa	Theatre Technician	N/A	\$2,190.00	State	6/4/12 – 7/5/12	.10	MUS 110-00W0	Special
Donahue, Robert	Librarian – Reference	N/A	\$41,000.00; prorated \$40,223.53	State	7/9/12 – 6/30/13	1.0	New hire; title change (formerly AV Services Technician, Jim Maly's position)	Special
Kielsmeier, Kelly	Assistant Women's Basketball Coach	N/A	TBD	State-Camp	5/30/12; 6/6, 11-16, 20, 27/12	N/A	Summer Camp Assignment	N/A
Knight, Valerie	Librarian – Reference	N/A	\$100.00	State	5/7/12 - 5/25/12	.033	IDS 368-00W0	Special
Knight, Valerie	Librarian – Reference	N/A	\$100.00	State	5/7/12 - 5/25/12	.033	IDS 368-00W1	Special
Kucera, Loren	Director - NBDC	N/A	\$2,190.00	State	5/7/12 – 7/5/12	.10	BUS 370-00W0	Special
Patsios, Shawn	Admissions Representative	N/A	\$28,623.00	State	9/7/11 – 4/17/12	1.0	Resignation	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
McLaughlin, Scott	Assistant Football Coach/Equipment Coordinator	N/A	TBD	State-Camp	6/17-19, 24-26/12	N/A	Summer Camp Assignment	N/A
McMenamin, John	Assistant Football Coach/Offensive Coordinator	N/A	TBD	State-Camp	6/17-19, 24-26/12	N/A	Summer Camp Assignment	N/A
Peterson, Ryan	Assistant Director - Residence Life	N/A	\$27,850.00	Revenue Bond	7/1/12 – 6/30/13	.875	New hire; replaces Amy Franco	Specific Term
Pugliese, John	Assistant Basketball Coach/Events Managment/Assistant Golf	N/A	TBD	State-Camp	6/2, 4-7, 9, 23/12	N/A	Summer Camp Assignment	N/A
Quance, Marilyn	Librarian – Technical Services	N/A	\$200.00	State	5/7/12 – 7/5/12	.067	IDS 196-00W0	Special
Van Arsdale, IV, William	Librarian – Circulation	N/A	\$45,641.00	State	8/14/06 – 5/5/12	1.0	Death	N/A
Wood, Alex	Assistant Football Coach/Equipment Coordinator	N/A	TBD	State-Camp	6/17-19, 24-26/12	N/A	Summer Camp Assignment	N/A

<b>NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kielsmeier, Chris	Head Women's Basketball Coach	N/A	TBD	State-Camp	5/30/12; 6/6, 11-16, 20, 27/12	N/A	Summer Camp Assignment	N/A
Kneifl, Scott	Head Volleyball Coach	N/A	TBD	State-Camp	6/4-25, 25-26, 29/12; 7/9-11, 13/12	N/A	Summer Camp Assignment	N/A
Schoh, Eric	Athletic Director	N/A	\$89,806.00	State	8/1/04 – 6/4/12	1.0	Resignation	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Associate Professor	\$6,791.00	State	5/7-30/12	.133	CHE 305-0001/0002	Special
Arneson, Patricia	Business and Economics	Professor	\$3,400.00	State	1/9/12 – 5/9/12	.067	Student Teaching	Special
Barnes, Johanna	Continuing Education	Instructor	\$3,535.00	State	5/7/12 – 6/21/12	.10	EDU 211-00W0	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$2,154.00	State	5/7/12 – 6/30/12	n/a	Assessment Work	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$1,077.00	State	5/7-30/12	n/a	NENTA Release	Special
Bertolas, Randy	History, Politics and Geography	Professor; Department Chair	\$3,438.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Bondhus, JoAnn	Continuing Education	Professor	\$6,722.00	State	5/7/12 – 7/5/12	.10	BUS 222-00W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$6,722.00	State	5/7/12 – 7/5/12	.10	BUS 418-00W0	Special
Bruflat, Alan	Continuing Education	Professor	\$5,651.00	State	5/7-25/12	.10	SPA 110-00W0	Special
Christensen, Linda	Music	Professor; Department Chair	\$3,187.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Conley, Donovan	Health, Human Performance and Sport	Professor, Department Chair	\$4,113.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Conway, Gerald	Continuing Education	Associate Professor	\$6,326.00	State	5/7/12 – 7/5/12	.10	BUS 362-00W0	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$4,379.00	State	5/7/12 – 8/10/12	.067	CSL 497-0001	Special
Cupp, Rodney	Language and Literature	Associate Professor; Department Chair	\$2,660.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Dalal, Meenakshi	Continuing Education	Professor	\$6,524.00	State	5/7/12 – 7/5/12	.10	ECO 202-00W0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
DeBoer, Buffany	Life Sciences	Interim Instructor	\$2,175.00	State	5/7-30/12	.10	BIO 104-0001/0002	Special
Dendinger, Laura	Continuing Education	Professor	\$5,097.00	State	5/7/12 – 7/5/12	.10	BUS 208-00W0	Special
Dendinger, Laura	Continuing Education	Professor	\$6,371.00	State	5/7/12 – 7/5/12	.10	BUS 620-00W0	Special
Ebmeier, Sally	Technology and Applied Sciences	Instructor	\$1,249.00	State	1/9/12 – 5/9/12	.044	Student Teaching	Special
Elliott, Steven	Art and Design	Associate Professor; Department Chair	\$2,736.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$5,526.00	State	5/7-30/12	.10	PED 487-0001	Special
Evetovich, Tammy	Continuing Education	Professor	\$6,139.00	State	5/7/12 – 7/5/12	.10	PED 650-00W0	Special
Garvin, Tim	Computer Technology and Information Systems	Professor; Department Chair	\$3,771.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Hamilton, Terry	Continuing Education	Professor	\$4,544.00	State	5/7-25/12	.067	CSL 688-00W0	Special
Hansen, Pearl	Art and Design	Professor	\$8,254.00	State	5/7-30/12	.10	ART 325-0001	Special
Harms, Sally	Educational Foundations and Leadership	Professor	\$272.00	State	5/7-30/12	.10	Independent Study: EDU 499-0030	Special
Hepworth, Elise	Music	Assistant Professor	\$1,088.00	State	5/7-30/12	.067	MUS 214-00H0	Special
Hepworth, Elise	Music	Assistant Professor	\$272.00	State	5/7-30/12	.10	Directed Study: MUS 203-0060, MUS 308-0060	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$454.00	State	5/7-30/12	.167	Directed Study: PED 171-0060, PED 381-0060	Special
Hinnerichs, Kristi	Health, Human Performance and Sport	Assistant Professor	\$907.00	State	5/7-30/12	.033	PED 131-0001	Special
Irlmeier, Joni	Educational Foundations and Leadership	Instructor	\$3,261.00	State	6/4/12 – 7/10/12	n/a	Learning Communities	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jensen, Gwen	Communication Arts	Associate Professor; Department Chair	\$1,540.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Professor	\$4,851.00	State	5/7-30/12	.10	SSC 300-0001	Special
Langdon, Jennifer	Physical Sciences and Mathematics	Associate Professor	\$272.00	State	5/7-30/12	.10	Independent Study: MAT 499-0030	Special
Langlie-Willers, Pamela	Technology and Applied Sciences	Associate Professor	\$3,990.00	State	5/7-30/12	.10	FCS 316-0001	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,851.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Leeper, Mark	History, Politics and Geography	Professor	\$1,904.00	State	5/7-30/12	.10	POS 444-0001	Special
Lichty, Dennis	Continuing Education	Professor	\$5,225.00	State	5/7/12 – 6/21/12	.10	EDU 321-00W0	Special
Lichty, Dennis	Continuing Education	Professor	\$5,225.00	State	5/7/12 – 6/21/12	.10	EDU 321-00W1	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor; Department Chair	\$3,484.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$1,742.00	State	6/1/12 – 7/31/12	n/a	Program Changes and Syllabi	Special
Lindberg, Judy	Continuing Education	Professor	\$5,821.00	State	5/7/12 – 7/5/12	.10	FCS 315-00W0	Special
Lindberg, Judy	Technology and Applied Sciences	Professor; Department Chair	\$3,881.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Loggins, Ronald	Life Sciences	Assistant Professor; Department Chair	\$2,307.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Lutt, Pat	Continuing Education	Professor	\$5,068.00	State	5/7/12 – 7/5/12	.10	BUS 350-00W0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Maas, Chad	Continuing Education	Instructor	\$2,126.00	State	5/7-25/12	.067	PED 103-00W0	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$1,450.00	State	5/7-30/12	.067	PED 241-00H0	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$544.00	State	5/7-30/12	.10	Directed Study: PED 200-0060	Special
Meyer, Jeffrey	Continuing Education	Instructor	\$1,036.00	State	5/7-25/12	.10	PED 631-00W0	Special
Miller, Kevin	Continuing Education	Associate Professor	\$4,799.00	State	5/7/12 – 7/5/12	.10	EPS 300-00W0	Special
Moeller, Judith	Continuing Education	Interim Instructor	\$1,877.00	State	5/7/12 – 6/13/12	.067	EDU 261-00W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$5,514.00	State	5/7/12 – 7/5/12	.10	BUS 420-00W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$6,893.00	State	5/7/12 – 7/5/12	.10	BUS 690-00W0	Special
Nelson, Jeryl	Business and Economics	Professor	\$5,514.00	State	5/7-30/12	n/a	MBA Release Time	Special
Parker, Charles	Continuing Education	Professor	\$5,276.00	State	5/7/12 – 7/5/12	.10	BUS 226-00W0	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$3,517.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Paxton, John	Continuing Education	Professor	\$8,614.00	State	5/7/12 – 7/5/12	.10	BUS 625-00W0	Special
Peitz, David	Physical Sciences and Mathematics	Professor	\$5,546.00	State	5/7-30/12	.10	PHS 102-0001/0002	Special
Peitz, David	Physical Sciences and Mathematics	Professor; Department Chair	\$3,331.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Ras, Gerard	Continuing Education	Assistant Professor	\$4,345.00	State	5/7/12 – 7/5/12	.10	BUS 322-00W0	Special
Ras, Gerard	Continuing Education	Assistant Professor	\$5,431.00	State	5/7/12 – 7/5/12	.10	BUS 651-00W0	Special
Ronnow, Gretchen	Continuing Education	Professor	\$2,719.00	State	5/7-25/12	.10	ENG 384-00W0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Sharer, Tim	Educational Foundations and Leadership	Professor	\$3,837.00	State	5/7-30/12	n/a	NENTA Release	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$5,755.00	State	6/4/12 – 7/10/12	n/a	Director of Graduate Studies	Special
Strate, Shane	History, Politics and Geography	Assistant Professor	\$3,296.00	State	5/7-30/12	.10	HIS 120-0001	Special
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$3,256.00	State	1/9/12 – 5/9/12	.089	Student Teaching	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$4,949.00	State	5/7-30/12	.10	PSY 316-0001	Special
Whitt, Deborah	Communication Arts	Professor; Department Chair	\$1,833.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Willis, Keith	Counseling and Special Education	Professor	\$6,377.00	State	5/7/12 – 8/10/12	.10	CSL 697-00H1/H2	Special
Willis, Keith	Counseling and Special Education	Professor	\$3,189.00	State	5/7/12 – 8/10/12	.05	CSL 697-00H1/H2	Special
Willis, Keith	Counseling and Special Education	Professor; Department Chair	\$3,401.00	State	5/7/12 – 8/16/12	n/a	Summer Department Chair	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$544.00	State	5/7-30/12	.10	MAT 210-0001	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$8,168.00	State	5/7-30/12	.111	PHY 201/321-0001	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Beair, Misty	Continuing Education	N/A	\$2,190.00	State	5/7/12 – 7/5/12	.10	SPD 151-00W0	Special
Commerford, Debra	Educational Foundations and Leadership	N/A	\$183.00	State	1/9/12 – 5/9/12	.008	EDU 435	Special
Dinslage, Christine	Counseling and Special Education	N/A	\$2,190.00	State	5/7/12 – 8/10/12	.10	CSL 497-0001	Special
Dorcey, Jean	Counseling and Special Education	N/A	\$570.00	State	5/7-30/12	.10	SPD 431-0060	Special
Drees, David	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Erwin, Carol	Technology and Applied Sciences	N/A	\$2,190.00	State	5/7/12 – 8/10/12	n/a	Assessment Work	Special
Finney, Patricia	Continuing Education	N/A	\$730.00	State	5/7-25/12	.033	EDU 396-0080	Special
Finney, Patricia	Continuing Education	N/A	\$730.00	State	6/4/12 – 7/5/12	.033	EDU 396-00W0	Special
Finney, Patricia	Continuing Education	N/A	\$730.00	State	6/4/12 – 7/5/12	.033	EDU 396-00W1	Special
Franken, James	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Good, Christine	Continuing Education	N/A	\$2,340.00	State	6/4/12 – 7/5/12	.10	EDU 682-00W0	Special
Hansen, Dale	Continuing Education	N/A	\$2,190.00	State	5/7/12 – 7/5/12	.10	BUS 240-00W0	Special
Hanson, Cynthia	Continuing Education	N/A	\$2,190.00	State	5/7/12 – 7/5/12	.10	BUS 408-00W0	Special
Hanson, Cynthia	Business and Economics	N/A	\$2,190.00	State	5/7/12 – 7/10/12	.10	EPS 300-00H0	Special
Heimann, Bill	Continuing Education	N/A	\$2,340.00	State	6/4/12 – 7/5/12	.10	EDU 666-00W0	Special
Heimann, Bill	Continuing Education	N/A	\$2,340.00	State	6/4/12 – 7/5/12	.10	EDU 666-00W1	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jackson, Tara	Counseling and Special Education	N/A	\$1,460.00	State	5/7/12 – 8/10/12	.067	CSL 497-0001	Special
Millard, Laurie	Counseling and Special Education	N/A	\$780.00	State	1/9/12 – 5/9/12	.033	CSL 645-0001	Special
Niewohner, Pat	Educational Foundations and Leadership	N/A	\$365.00	State	1/9/12 – 5/9/12	.017	EDU 435	Special
Olson, Amber	Counseling and Special Education	N/A	\$2,190.00	State	5/7/12 – 8/10/12	.10	CSL 497-0001	Special
Oswald, Brenda	Educational Foundations and Leadership	N/A	\$365.00	State	1/9/12 – 5/9/12	.017	EDU 435	Special
Pendleton, Jaclyn	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Pitkin, Chad	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/12 – 5/8/13	.25	Graduate Assistant	Special
Przymus, Steve	Continuing Education	N/A	\$2,190.00	State	6/11-21/12	.10	EDI 416/516-0080	Special
Seneviratne, Anjalee	Computer Technology and Information Systems	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Tucker, Anne	Continuing Education	N/A	\$2,190.00	State	5/7/12 – 6/21/12	.10	EDU 367-00W0	Special
Tucker, Anne	Continuing Education	N/A	\$2,190.00	State	5/7/12 – 6/21/12	.10	EDU 367-00W1	Special
Wingett, Wes	Continuing Education	N/A	\$2,190.00	State	6/11-15/12	.10	EDU 568-0082	Special
Wingett, Wes	Continuing Education	N/A	\$2,190.00	State	6/18-22/12	.10	EDU 568-0083	Special
Worner, Greg	Technology and Applied Sciences	N/A	\$2,190.00	State	5/7-30/12	.10	EPS 300-0001	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Christen, Emily	Athletics – Women's Basketball	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Foote, Brandon	Athletics – Sports Information	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special
Gray, Spencer	Athletics – Football	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant	Special
Hodson, Kyle	Baseball Assistant	N/A	\$12,000.00	State/Camp Funds	9/1/12 – 5/31/13	.375	New hire; replaces Alex Koch	Special
Kennedy, Sarah	Athletics – Athletic Training	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant	Special
Masters, Logan	Athletics – Football	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant	Special
Nelson, Amanda	Athletics – Volleyball	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant	Special
Radley, Jennifer	Athletics – Softball	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant	Special
Suckstorf, Brett	Athletics – Track and Field	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/17/12 – 5/8/13	.25	Graduate Assistant	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Wayne State College**

**MEETING DATE: June 15, 2012**

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Addison, Jodi	Custodian	N/A	\$1,546.83/mo.	Revenue Bond	11/4/10 - 2/29/12	1.0	Resignation	N/A
Benshoof, Karlene	Office Assistant II	N/A	\$1766.00/mo.	State	5/1/12	1.0	New hire; title change (formerly Library Assistant, Emily Sindelar's position)	N/A
Jensen, Deb	Custodian	N/A	\$1,743.00/mo.	Revenue Bond	5/14/12	1.0	New hire; replaces Jodi Addison	N/A
Kenny, Kelly	Office Assistant II	N/A	\$2,190.00	State	5/7/12 – 6/21/12	.10	EDU 321-00W2	N/A
Leet, Larry	Maintenance Repair Worker III	N/A	\$2,813.00/mo.	State	4/3/12	1.0	New hire; replaces Stan Procter	N/A
Leet, Larry	Maintenance Repair Worker III	N/A	\$2,813.00/mo.	State	5/18/12	1.0	Resignation	N/A
O'Brien, Jane	Office Assistant II	N/A	\$0.00	State	7/1/12	0.0	Temporary Workload/Salary Adjustment	N/A
Schutte, Ray	Maintenance Repair Worker III	N/A	\$2,502.00/mo.	State	12/12/11 – 4/8/12	1.0	Resignation	N/A
Schutte, Ray	Maintenance Repair Worker II	N/A	\$2,272.60/mo.	State	4/9/12	1.0	New hire; replaces Alex Koch	N/A
Sharer, Beth Ann	Office Assistant II	N/A	\$0.00	State	6/25/12	0.0	Temporary Workload/Salary Adjustment	N/A

<b>NON-UNIONIZED SUPPORT STAFF</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Benshoof, Karlene	Office Assistant I	N/A	\$833.33/mo.	State	8/1/11 – 4/30/12	.50	Resignation	N/A
Burke, Kathy	Office Assistant I	N/A	\$436.67/mo.	State	5/15/12	.25	Salary adjustment from .725 FTE to .25 FTE	N/A



**Academic and Personnel Committee**

*Gary Bieganski, Chair*  
*Roger Breed*

June 15, 2012

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Revised Quantitative Academic Reports  
(For Information Only)

Priority: Educational Excellence Throughout the System

Goals: 1. Promote educational excellence through academic achievement  
4. Strengthen academic programs

Strategy: i. Develop and implement a clear policy that defines success

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The following charts were revised to match each Colleges school division titles and programs within those schools. These charts represent the annual quantitative academic report that identifies the number of graduates and fall enrollments on average for the past five years by major and the 5-year average for the number of student credit hours produced by full-time equivalent faculty assigned by department.

The vast majority of departmental thresholds meet or exceed the requirements established by the Nebraska Coordinating Commission for Postsecondary Education. Programs that may not meet the graduation thresholds normally meet the student credit hour requirement. These programs include math, special education, secondary foreign language, and various science areas. This trend is also seen at the national level.

**Chadron Quantitative Academic Report Summary  
2006-2007 through 2010-2011**

	<b>Majors Enrolled in Fall Semester</b>	<b>Graduates</b>	<b>Student Credit Hour Production/FTE</b>
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

**UNDERGRADUATE DEGREE PROGRAMS**

**SCHOOL OF LIBERAL ARTS**

Visual & Performing Arts Department			<b>393.42</b>
Art	58	9	
Theatre	28	5	
Music Department			<b>305.64</b>
Music	59	7	
English & Humanities Department			<b>540.99</b>
English	33	5	
Language Arts	8	1	
Spanish*	2	1	
Social & Communication Arts Department			<b>647.81</b>
Communication Arts	31	7	
History	56	12	
Social Science	35	7	
Justice Studies Department			<b>430.60</b>
Criminal Justice	115	27	
Legal Studies	25	7	

**SCHOOL OF BUSINESS, ECONOMICS, APPLIED & MATHEMATICAL SCIENCES**

Business Department			<b>592.25</b>
Business Administration	374	78	
Applied Sciences Department			<b>619.16</b>
Family & Consumer Sciences	49	13	
Design Technology*	22	4	
Range Management	92	18	
Mathematical Sciences Department			<b>799.19</b>
Information Science Technology*	27	6	
Mathematics	68	15	
Physical & Life Sciences Department			<b>611.66</b>
Biology	193	45	
Physical Sciences	37	7	

**SCHOOL OF EDUCATION, HUMAN PERFORMANCE, COUNSELING, PSYCHOLOGY & SOCIAL WORK**

Counseling, Psychology & Social Work Department			<b>578.26</b>
Psychology	49	11	
Social Work	39	5	
 Education Department			<b>510.54</b>
Educational Library Media	15	3	
Elementary Education	273	54	
Secondary Education	2	0	
Special Education	48	7	
 Health, Physical Education & Recreation Department			<b>586.98</b>
Health & Physical Education	92	11	
Recreation	33	8	
 Interdisciplinary Studies			<b>239.88</b>
Interdisciplinary Studies	21	12	
Pre-Professional Programs	136		
Technical Occupations	18	4	
 <b>GRADUATE DEGREE PROGRAMS</b>			
Business Administration (MBA)	61	16	<b>508.55</b>
 Education (MEd)			<b>422.28</b>
Curriculum & Instruction			
Elementary	28	8	
Secondary	24	7	
Educational Administration	51	16	
School Counseling	37	9	
School & Library Media	2	1	
Special Education	1	0	
 Education (MAE)			
Community Counseling	49	11	
Elementary Teaching/Science	0	1	
History	3	1	
Science/Mathematics	14	3	
 Educational Administration Specialist (Ed.S)			
Superintendent of Schools*	7	2	
 Organizational Management Department	60	15	<b>0.00**</b>

\*Discontinued program – students enrolled and graduates indicate students completing program

\*\*All coursework is embedded in other master's degree programs

**Peru Quantitative Academic Report Summary  
2006-2007 through 2010-2011**

	<b>Majors Enrolled in Fall Semester</b>	<b>Graduates</b>	<b>Student Credit Hour Production/FTE</b>
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

**UNDERGRADUATE DEGREE PROGRAMS**

**SCHOOL OF PROFESSIONAL STUDIES**

Business Department			<b>577.71</b>
Business Administration	349	64	
Bachelor of Applied Science	196	78	
Business Administration Technology*	3	1	
Psychology Department			<b>660.14</b>
Psychology	126	20	
Criminal Justice Department			<b>639.79</b>
Criminal Justice	139	19	

**SCHOOL OF EDUCATION**

Education Department			<b>640.99</b>
Teacher Education	491	111	
Physical Education	220	16	

**SCHOOL OF ARTS AND SCIENCES**

English Department			<b>483.01</b>
English	46	6	
Performing and Fine Arts Department			<b>501.12</b>
Art	55	6	
Music	30	4	
Social Science Department			<b>488.01</b>
Social Science	80	16	
Mathematics Department			<b>452.78</b>
Mathematics	22	3	
Natural Science Department			<b>446.39</b>
Natural Science	124	11	
Liberal Arts Department			<b>851.55</b>
Liberal Arts	24	4	



**GRADUATE DEGREE PROGRAMS**

Curriculum and Instruction	260	143	<b>384.35</b>
Organizational Management	55	15	<b>510.51</b>

\*Program became a part of Bachelor of Applied Science (BAS) in 2008-2009

**Wayne Quantitative Academic Report Summary  
2006-2007 through 2010-2011**

	<b>Majors Enrolled in Fall Semester</b>	<b>Graduates</b>	<b>Student Credit Hour Production/FTE</b>
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

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**UNDERGRADUATE DEGREE PROGRAMS**

**SCHOOL OF ARTS & HUMANITIES**

Art & Design Department			<b>439.43</b>
Art	99	15	
Communication Arts Department			<b>392.59</b>
Mass Communication	46	10	
Speech Communication	46	15	
Theatre*	16	3	
Language & Literature Department			<b>475.16</b>
English	78	16	
Modern Language & Culture	35	7	
Music Department			<b>313.09</b>
Music	71	9	

**SCHOOL OF BUSINESS & TECHNOLOGY**

Business & Economics Department			<b>542.63</b>
Business Administration	469	118	
Business	17	2	
Computer Technology & Information Systems Dept.			<b>366.80</b>
Computer Information Systems	70	14	
Computer Science	30	5	
Technology & Applied Sciences Department			<b>487.18</b>
Family & Consumer Science	85	20	
Industrial Technology	131	26	

**SCHOOL OF EDUCATION & COUNSELING**

Counseling & Special Education Department			<b>418.46</b>
Human Service Counseling	90	27	
Special Education	67	7	
Educational Foundations & Leadership Department			<b>410.60</b>
Education	466	78	

**SCHOOL OF NATURAL & SOCIAL SCIENCES**

Health, Human Performance & Sport Department			<b>623.36</b>
Exercise Science/Wellness	73	14	
Health & Physical Education	82	10	
Sport Management	112	23	
History, Politics & Geography Department			<b>721.88</b>
Geography	29	7	
History	62	8	
Political Science	31	6	
Social Sciences	41	5	
Life Sciences Department			<b>405.81</b>
Life Science	113	30	
Physical Sciences & Math Department			<b>420.78</b>
Chemistry	59	20	
Mathematics	32	6	
Natural Science	8	2	
Physical Science	4	0	
Sociology, Psychology & Criminal Justice Dept			<b>634.32</b>
Criminal Justice	173	38	
Psychology	73	14	
Social Sciences	11	5	
Sociology	17	6	
Interdisciplinary Studies			<b>357.48</b>
Interdisciplinary Studies	4	4	
Pre-Professional Programs	223		
<b>GRADUATE DEGREE PROGRAMS</b>			
Organizational Management	23	9	<b>368.81</b>
Business Administration	69	20	<b>373.74</b>
Education and Counseling			<b>306.78</b>
Communication Arts	1	0	
Counseling	59	18	
Curriculum and Instruction	285	143	
English	0	1	
Sport Management/Exercise Science	7	4	
School Administration (MSE)	85	22	
School Administration (EdS)	30	13	
History	0	0	
Social Sciences	1	0	
Special Education	4	1	

\*Discontinued program – students enrolled and graduates indicate students completing program

**Student Affairs, Marketing and Enrollment Committee**

*Michelle Suarez, Chair*  
*Bob Engles*  
*Riley Machal*  
*Will Jackson*  
*Katelyn Olenich*

June 15, 2012

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Annual Retreat & 2012-13 Plans

Priority: Greater System Prominence

- Goals:
1. Emphasize the benefits of a three-college system
  2. Increase awareness of the system
  3. Market distinctiveness of the system
  4. Promote collaboration within the system

- Strategies:
- a. Communicate that many graduates stay in Nebraska
  - b. Promote the economic impact of the system and the colleges
  - c. Publicize collaborative efforts and programs
  - e. Market the investment value of an NSCS degree

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Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, and the Council of Admissions and College Relations Officers will hold the annual retreat, Thursday, June 14. At this event, the Council will evaluate the marketing efforts done in 2011-12 and recommend a list of marketing priorities for 2012-13 academic year. The recommendations will be used in conjunction with the priorities established at past board retreats and the information provided by students, faculty and staff during the college constituent meetings held at each college the last few years.

Vice Chancellor Tande will provide a summary of the retreat at the meeting

## **Student Affairs, Marketing and Enrollment Committee**

*Michelle Suarez, Chair*  
*Bob Engles*  
*Morgan Nelson*  
*Joseph Fauver*  
*Madison Becker*

June 15, 2012

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### Key Dates

Priority: Greater System Prominence  
Goals: 2. Increase awareness of the system  
3. Market distinctiveness of the system  
4. Promote collaboration within the system

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The Cornhusker State Games will be held July 20-29, 2012 and NSCS will, for the 3<sup>rd</sup> year, provide a total of 6 High School Spirit Awards.

The West Leg of the Counselor Tour will be held September 5 & 6, 2012.

The Teaching Excellence banquet will be held September 6, 2012 at Chadron.

The East Leg of the Counselor Tour will tentatively be held September 18-19, 2012.

The next Senators' Reception will be held Tuesday, January 15, 2013 from 4-7 p.m.

The next Scholarship Luncheon is tentatively scheduled for Friday, April 12, 2013 from 12-1:30 p.m. at Hillcrest Country Club

More information will be provided as the dates approach.

**Student Affairs, Marketing and Enrollment Committee**

*Michelle Suarez, Chair*  
*Bob Engles*  
*Morgan Nelson*  
*Joseph Fauver*  
*Madison Becker*

June 15, 2012

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State of the System Address

Priority: Greater System Prominence  
Goals: 2. Increase awareness of the system  
3. Market distinctiveness of the system  
4. Promote collaboration within the system

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Chancellor Carpenter will deliver the sixth State of the System Address this fall at each college. Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, will work with the President's assistants this summer to schedule the events.

## Fiscal, Facilities & Audit Committee

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

### Occupancy/Income Reports for Spring 2012

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

Strategies: b. Increase number of students in residential housing

f. Keep Board of Trustees informed on the financial status of the colleges and system

As required by the master bond resolution, the Colleges have provided information on occupancy and the income earned by their revenue bond facilities during spring 2012.

In summary, the following ratios are noted with comparative data from 2011:

	% Residence Hall Bed Occupancy Spring 12	% Residence Hall Room Occupancy Spring 12	% Residence Hall Income Spring 12
Chadron	65%	90%	68%
Peru	76%	78%	64%
Wayne	76%	88%	67%

	% Residence Hall Bed Occupancy Spring 11	% Residence Hall Room Occupancy Spring 11	% Residence Hall Income Spring 11
Chadron	64%	90%	67%
Peru	77%	82%	67%
Wayne	77%	86%	69%

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE  
TERM: SPRING 2012

REPORT DATE: May 16, 2012  
FINAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2011	Beds Occupied Spring 2012	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2011	Rooms Occupied Spring 2012	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	174	185	6.32%	65.14%	148	137	145	97.97%
BROOKS	110	84	45	39	-13.33%	46.43%	40	32	26	65.00%
EDNA WING	94	94	57	62	8.77%	65.96%	49	44	43	87.76%
EDNA WORK	92	92	56	58	3.57%	63.04%	46	45	45	97.83%
HIGH RISE	400	422	267	285	6.74%	67.54%	218	202	212	97.25%
KENT HALL	304	275	196	182	-7.14%	66.18%	151	127	114	75.50%
<b>SUBTOTALS</b>	<b>1,304</b>	<b>1,251</b>	<b>795</b>	<b>811</b>	<b>2.01%</b>	<b>64.83%</b>	<b>652</b>	<b>587</b>	<b>585</b>	<b>89.72%</b>

	Apartments Available	Apartments Occupied Spring 2011	Apartments Occupied Spring 2012	Percent of Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	32	30	-6.25%	73.17%
<b>SUBTOTALS</b>	<b>41</b>	<b>32</b>	<b>30</b>	<b>-6.25%</b>	<b>73.17%</b>
<b>TOTALS</b>	<b>1,304</b>	<b>1,292</b>	<b>827</b>	<b>1.69%</b>	<b>65.09%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,194	1040-2092	1,746,131	1,187,422	68.00%
Student Apartments						
Family Housing	41	41	353-557	91,712	51,160	55.78%
Faculty Apartments						
Summer, Guest Housing & Rentals				25,000	0	0.00%
Other						
<b>TOTALS</b>				<b>\$1,862,843</b>	<b>\$1,238,582</b>	<b>66.49%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.



**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE  
TERM: SPRING 2012

REPORT DATE: JUNE 15, 2012  
FINAL REPORT

**OCCUPANCY**

Residence Hall	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2011	Beds Occupied Spring 2012	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2011	Percent Room Occupancy
ELIZA MORGAN (1)	170	98	71	62	-12.68%	63.27%	50	31	62.00%
DELZELL	146	144	107	110	2.80%	76.39%	72	63	87.50%
CLAYBURN/MATHEWS	120	106	85	85	0.00%	80.19%	58	45	77.59%
DAVIDSON/PALMER	116	106	84	82	-2.38%	77.36%	58	44	75.86%
NICHOLAS/PATE	24	48	41	42	2.44%	87.50%	28	25	89.29%
<b>SUBTOTALS</b>	<b>576</b>	<b>502</b>	<b>388</b>	<b>381</b>	<b>-1.80%</b>	<b>75.90%</b>	<b>266</b>	<b>208</b>	<b>78.20%</b>

Family Housing	Apartments Available	Apartments Occupied Spring 2011	Apartments Occupied Spring 2012	Percent of Change	Percent Occupancy	
OAK HILL	12	12	7	0	58.33%	
FACULTY	8	8	8	0	100.00%	
<b>SUBTOTALS</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>75.00%</b>	
<b>TOTALS</b>	<b>576</b>	<b>522</b>	<b>408</b>	<b>396</b>	<b>0</b>	<b>75.86%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	576	502	1283-1925	\$805,208	\$515,720	64.05%
Student Apartments	12	12	1516-1828	\$23,274	13,222	56.81%
Faculty Apartments	8	8	1632-2048	\$22,440	16,689	74.37%
Summer, Guest Housing & Rentals					845	
Other					20,677	
<b>TOTALS</b>				<b>\$850,922</b>	<b>\$567,153</b>	<b>66.65%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables.

(1) 36 rooms in Morgan remain off-line until Phase II of the construction plan can be completed.

One occupied faculty housing apartment is non-revenue generating.

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE  
TERM: SPRING 2012

REPORT DATE: JUNE 15, 2012  
FINAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2011	Beds Occupied Spring 2012	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2011	Rooms Occupied Spring 2012	Percent Room Occupancy
Residence Hall	165	160	129	120	-6.98%	75.00%	66	64	61	92.42%
Anderson Hall	328	306	259	243	-6.18%	79.41%	159	147	140	88.05%
Berry Hall	448	434	346	339	-2.02%	78.11%	208	194	192	92.31%
Morey Hall	240	231	205	179	-12.68%	77.49%	119	115	107	89.92%
Neihardt Hall	185	161	144	133	-7.64%	82.61%	91	88	84	92.31%
Pile Hall**	142	139	0	65	#DIV/0!	46.76%	75	0	39	52.00%
Terrace Hall	147	140	125	113	-9.60%	80.71%	74	71	72	97.30%
<b>SUBTOTALS</b>	<b>1,655</b>	<b>1,571</b>	<b>1,208</b>	<b>1,192</b>	<b>-1.32%</b>	<b>75.88%</b>	<b>792</b>	<b>679</b>	<b>695</b>	<b>87.75%</b>

	Apartments Available	Apartments Occupied Spring 2011	Apartments Occupied Spring 2012	Percent of Change	Percent Occupancy
Family Housing					

<b>SUBTOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>1,655</b>	<b>1,571</b>	<b>1,208</b>	<b>1,192</b>	<b>-1.32%</b>	<b>75.88%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1385-\$2425	\$2,121,735	\$1,425,122	67.17%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	2,750	NA
Other				\$24,906	24,906	100.00%
<b>TOTALS</b>				<b>\$2,146,641</b>	<b>\$1,452,778</b>	<b>67.68%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

\*\* Due to renovation, all of the rooms in Pile were not available for occupancy in Spring 2012. Pile bed and room capacity updated to reflect changes after renovation.

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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**Modification Budgets for Information**

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

---

A requirement of the September 15 budget submission is a priority list indicating how the NSCS would choose to restore requested and reduced programs and funding, if requests and current operation budgets cannot be fully funded. The budget instructions have not yet been received for the 2012 submittal to indicate the level of the reduction we will be asked to prepare.

The Colleges and the System Office will list reductions to arrive at the reduced base applicable for each unit. Items to be added back, similar to prior budget requests, will be in the following order:

Priority 1	Health insurance increase request
Priority 2	Reductions made from existing base
Priority 3	Other core needs requests
Priority 4	Strategic Initiative requests

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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Physical Plant Status Reports for January 1 – March 31, 2012)  
(For Information Only)

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability  
4. Improve efficiency of operations

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

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Each college has provided a status report of physical plant projects for the Board's information. The reports follow.

## PHYSICAL PLANT STATUS REPORT

College: Chadron State College

Meeting Date: June 15, 2012

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
Armstrong/Nelson Physical Activity Center – Pool Controls	In Progress	LB 309
Campus Utility Metering	In Progress	LB 309
Campus Energy/Utilities Study	In Progress	LB 309
Heat Plant Emergency Generator Design	In Progress	LB 309
Library Switchgear Replacement Design	In Progress	LB 309
Math Science Building – ADA Bathroom Design	Funded	LB 309
<b>Revenue Bond Projects (including BANS)</b>		
<b>LB 1100 Projects</b>		
NPAC Floor Replacement	In Progress	LB 1100
<b>Contingency Maintenance Projects</b>		
Mechanical Room Upgrades	In Progress	Contingency Maint.
Revenue Bond Buildings Carpet/Flooring Replacement	In Progress	Contingency Maint.
Revenue Bond Buildings Furnishings	In Progress	Contingency Maint.
Revenue Bond Buildings Energy Study	In Progress	Contingency Maint.
Revenue Bond Buildings Asbestos Abatement	In Progress	Contingency Maint.
Student Center Specialty Equip	In Progress	Contingency Maint.
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not “fit” into any of the other categories)		
Armstrong Gym Renovation	In Progress	Capital Construction/ Foundation/Cash
Rangeland Center Construction	In Progress	Foundation/Cash
West Court Replacement Design	In Progress	Revenue Bond

## PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 15, 2012

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
Boiler House Design Roof Replacement	Complete	LB 309
Campus Energy Audit	In Progress	LB 309
Boiler House Roof Replacement	Complete	LB 309
Campus Utility Metering	In Progress	LB 309
<b>LB 1100 Projects (99-00)</b>		
Theatre Renovations	In Progress	LB 1100
<b>LB 605 Projects (2006)</b>		
<b>Revenue Bond Projects (including BANS)</b>		
Eliza Morgan Phase II, III, IV	In Progress	Bond proceeds Surplus funds
Student Center HVAC	In Progress	Surplus Funds
<b>Contingency Maintenance Projects</b>		
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
New College Entry	In Progress	Foundation
Biomass Energy Center	In Progress	Foundation
Oak Bowl Renovations	In Progress	State Appropriation/ Foundation

## PHYSICAL PLANT STATUS REPORT

College: Wayne State College

Meeting Date: June 15, 2012

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
U.S. Conn Library Fire Sprinkler Upgrades	Design Complete; on hold pending renovation	LB 309
Hahn Upgrade	In Progress	LB 309/LB 1100/Cash
Campus Electric Upgrade-Switch	In Progress	LB 309
Campus WAPA Loop	In Progress	LB 309
Dashboard/Metering	In Progress	LB 309
Rice Auditorium Doors for ADA	In Progress	LB 309
<b>LB 1100 Projects (99-00)</b>		
<b>LB 605 Projects (2006)</b>		
<b>Revenue Bond Projects (including BANS)</b>		
Rice-Rec Center Alleyway Repairs	In Progress	Rev. Bonds
Natatorium Flooring Repairs	In Progress	Rev. Bond
<b>Contingency Maintenance Projects</b>		
Hoffbauer Plaza Repairs	In Progress	Contingency Maint.
Rec Center Roof	In Progress	Contingency Maint.
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Bowen Hall Energy Improve.	In Progress	NE Dept. of Energy Grant
College Center at South Sioux City	Complete	State Approp/ Fed./Foundation/ NECC/Local
Pad Mounted Primary Switch	In Progress	Cash
Carhart Renov. – Phase II	Complete	Cash/Foundation
Willow Bowl Restoration	In Progress	Cash
Carhart Renov – Phase III	In Progress	Cash/LB 309/ Foundation
Campus Master Plan	Complete	Cash

**Fiscal, Facilities & Audit Committee**

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

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Capital Construction Progress Reports as of March 31, 2012  
(For Information Only)

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

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As required by Board Policy 8050, the colleges have submitted the following capital construction progress reports on their respective construction projects.

**Peru**

1. Eliza Morgan Hall Renovation Phases II, III & IV – Interim Report

**Wayne**

1. Carhart Science Building Phase II – Interim Report
2. Carhart Science Building Phase III – Initial Report
3. College Center at South Sioux City – Interim Report
4. Hahn Administration Building Upgrade – Interim Report
5. Pile Hall Renovation – Interim Report
6. Willow Bowl Restoration – Interim Report

The State Building Division requires quarterly reports on all capital construction projects funded with state funds. Copies will be forwarded to that office for their files.



**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
January - March 2012

College: Peru State College		Meeting Date: June 15, 2012	
<b>Project Information</b>	Project Title:	Eliza Morgan Hall Renovation Phase II, III, and IV	
	Program Number:		
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	All square footage numbers are for four floors.	
	Current Net Square Footage: 36,880	Current Gross Square Footage: 38,722	
	Addition Net: 1,572	Addition Gross: 1,940	
	Renovation Net: 16,506	Renovation Gross: 19,330	
Bid Opening Date			
Notice to Proceed Date			
Estimated Completion Date			
Final Acceptance Date			
<b>Project Dates</b>	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	12/3/2001	
	Professional Services Contract	7/27/2010	
	Bonds Sold		
	Preliminary Plans		
	Design Development	5/31/2002	
	Construction Contract		
Substantial Completion			
Final Completion			
<b>Report Information</b>	Status	Initial Report:	
		Interim Report: X Final Report:	
<b>Financial Information</b>	<b>Proposed Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
State Buildings			
State Funds--LB No:			
Federal Funds			
LB 309 Funds			
Cash Funds			
Capital Imp. Fee Commitment			
Total Available			
Revenue Bond Buildings	Bonds Sold		\$3,600,000.00
	Costs of Issuance/Reserves		\$335,120.00
	Balances of Proceeds		\$3,264,880.00
Revenue Sources for Construction			
1. Bond Proceeds Series 2011	\$3,264,880.00	\$2,686,727.39	\$578,152.61
2. Interest Earnings	\$271.93	\$0.00	\$271.93
3. Revenue Bond Surplus 9/10/2010	\$253,451.00	\$204,099.80	\$49,351.20
4. Revenue Bond Surplus 11/12/2010	\$426,549.00	\$156,965.40	\$269,583.60
Total Available	\$3,945,151.93	\$3,047,792.59	\$897,359.34
<b>Expenditure Information</b>	<b>Proposed Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
Program Planning			
Professional Fees	\$280,887.96	\$231,536.76	\$49,351.20
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$3,635,813.94	\$2,787,805.80	\$848,008.14
2. Fixed Equipment			
3. Sitework/Utilities	\$2,100.00	\$2,100.00	\$0.00
Administrative Fees	\$408.97	\$408.97	\$0.00
Furnishings/Moveable Equip.			
Contingency			
Artwork			
Other Items			
1. Asbestos Abatement	\$22,593.10	\$22,593.10	\$0.00
2. Construction Administration			
3. Relocation Costs	\$3,347.96	\$3,347.96	\$0.00
Change Orders			
<b>TOTALS</b>	<b>\$3,945,151.93</b>	<b>\$3,047,792.59</b>	<b>\$897,359.34</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2012**

**7.4.-3**

College: Wayne State College		Meeting Date: Jun. 15, 2012	
<b>Project Information</b>	Project Title:		Carhart Renovation, Ph. II
	Program Number:		952
	Professional Consultant:		The Clark Enersen Partners
	General Contractor:		CM - Beckenhauer Construction, Inc.
	Net Square Footage:		Gross Square Footage:
	Bid Opening Date	4/7/2011	
	Notice of Proceed Date	6/1/2012	
Estimated Completion Date	6/1/2012		
Final Acceptance Date			
<b>Project Dates</b>	Professional Consultants:		
	Needs Statement	(enter dates)	
	Program Statement		
	Professional Services Contract	Sept., 2010	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract	May, 2011	
Substantial Completion	Apr. 12, 2012		
Final Completion			
<b>Report Information</b>	Status	Initial Report:	
		Interim Report: x Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds	\$3,184,082.00	
	Cash Operating Funds	\$20,698.62	
	Other - Wayne State Foundation	\$1,321,216.00	
Total Available	\$4,525,996.62		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$0.00	
<b>Expenditure Information</b>			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$247,000.00	\$235,000.00	\$12,000.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,175,624.00	\$2,376,262.90	\$799,361.10
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork	\$37,000.00		\$37,000.00
Other Items			
1. Legal, ins., moving	\$50,000.00		\$50,000.00
2. Special technical/lab eqpmt.	\$112,900.00	\$10,231.21	\$102,668.79
3. Misc. (advert., abatement)	\$20,698.62	\$20,698.62	\$0.00
Change Orders			
1.			\$0.00
2.			\$0.00
<b>TOTALS</b>	<b>\$3,643,222.62</b>	<b>\$2,642,192.73</b>	<b>\$1,001,029.89</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2012**

College: Wayne State College		Meeting Date: Jun. 15, 2012	
<b>Project Information</b>	Project Title:		Carhart Renovation, Ph. III
	Program Number:		952
	Professional Consultant:		The Clark Enersen Partners
	General Contractor:		CM - Beckenhauer Construction, Inc.
	Net Square Footage:		Gross Square Footage:
	Bid Opening Date	4/19/2012	
	Notice of Proceed Date	8/1/2013	
Estimated Completion Date	8/1/2013		
Final Acceptance Date			
<b>Project Dates</b>	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement		
	Professional Services Contract	1/5/12	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract	5/14/2012	
Substantial Completion			
Final Completion			
<b>Report Information</b>	Status	Initial Report: x	
		Interim Report:	
		Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds	\$5,600,000.00 \$4.9M cash + Ph.2 remain	
	Cash Operating Funds	\$15,000.00	
	Other - Wayne State Foundation	\$200,000.00 Ph. 2 remaining (est.)	
Total Available	\$5,815,000.00		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$0.00	
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$376,250.00	\$240,318.19	\$135,931.81
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,875,140.00		\$3,875,140.00
2. Fixed Equipment	\$365,804.00		\$365,804.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork	\$38,751.00		\$38,751.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.	\$145,483.00		\$145,483.00
3. Misc. (advert., abatement)	\$15,000.00		\$15,000.00
Change Orders			
1.			\$0.00
2.			\$0.00
<b>TOTALS</b>	<b>\$4,816,428.00</b>	<b>\$240,318.19</b>	<b>\$4,576,109.81</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2011**

**7.4.-5**

College: Wayne State College		Meeting Date: Jun. 15, 2012		
<b>Project Information</b>	Project Title: College Center at South Sioux City			
	Program Number: 951			
	Professional Consultant: BCDM/TCEP			
	General Contractor: L & L Builders			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date	5/22/09		
	Notice of Proceed Date	6/22/09		
Estimated Completion Date	11/29/10			
Final Acceptance Date	3/7/11			
<b>Project Dates</b>	Professional Consultants:	BCDM, TCEP		
	Needs Statement			
	Program Statement	5/18/06		
	Professional Services Contract	1/15/08		
	Bonds Sold			
	Preliminary Plans	7/17/09		
	Design Development	8/9/08		
	Construction Contract	6/19/09		
	Substantial Completion	1/27/11		
	Final Completion	3/7/11 4/20 - Grand Opening		
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: x Final Report:		
<b>Financial Information</b>				
State Buildings	State Funds--LB No:	\$3,765,850.00	LB 425 (2005), LB1060 (2006), LB320 (2007)	
	Federal Funds	\$1,096,927.00	WSC \$392,200 HUD, FIPSE	
	Local Funds (So. Sioux City)	\$191,016.00		
	Land Donation (\$2,100,000.00)			
	Private	\$1,396,232.00		
	Other	\$3,765,850.00	NECC property tax	
	Total Available	\$10,215,875.00		
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves			
	Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds			
	2. Interest Earnings			
	3. Other			
	Total Available	\$0.00		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning		\$0.00	
	Professional Fees	\$837,366.00		\$837,366.00
	Life Cycle Cost Analysis			\$0.00
	Construction			
	1. General, Mech., Elec.	\$7,204,800.00		\$7,204,800.00
	2. Fixed Equipment			\$0.00
	3. Sitework/Utilities			\$0.00
	Furnishings/Moveable Equip.	\$1,080,987.00		\$1,080,987.00
	Contingency	\$121,839.00		\$121,839.00
	Artwork	\$21,500.00		\$21,500.00
	Other Items			
	1. Security System, locks, tech., donor wall, consulting	\$331,996.00		\$331,996.00
	2. Capital campaign costs	\$11,125.00		\$11,125.00
	2. Land acq (\$2.1M gift)			\$0.00
	Change Orders			
	1.	\$435,582.00		\$435,582.00
	<b>TOTALS</b>	\$10,045,195.00		\$10,045,195.00
	WSC's obligation - 50%	\$5,022,597.50		
	WSC's commitment - w/private*	\$5,491,519.00		
	WSC's GF/FF commitment	\$4,158,050.00	\$4,158,050.00	\$0.00

\*All private donations were transmitted to NECC. NECC is monitoring expenditures from private donations.

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: Jun. 15, 2012		
<b>Project Information</b>	Project Title: Hahn Administration Building Upgrade			
	Program Number: 909			
	Professional Consultant: Advanced Engineering Systems (AES)			
	General Contractor:			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date	(enter dates)		
	Notice of Proceed Date			
Estimated Completion Date	October, 2012			
Final Acceptance Date				
<b>Project Dates</b>	Professional Consultants:	AES & PLaN Architecture		
	Needs Statement	(enter dates)		
	Program Statement			
	Professional Services Contract	5/20/11		
	Bonds Sold			
	Preliminary Plans			
	Design Development	5/18/11		
	Construction Contract	11/22/11		
Substantial Completion				
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: X Final Report:		
<b>Financial Information</b>				
State Buildings	State Funds--LB No:			
	Federal Funds			
	LB 309 Funds	\$3,720,000.00		
	Cash Funds	\$300,457.04		
	Capital Imp. Fee Commitment			
	Other (LB1100)	\$242,100.00		
Total Available	\$4,262,557.04			
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds			
	2. Interest Earnings			
	3. Other			
	Total Available	\$0.00		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
Program Planning			\$0.00	
Professional Fees	\$335,000.00	\$288,100.00	\$46,900.00	
Life Cycle Cost Analysis			\$0.00	
Construction				
1. General, Mech., Elec.	\$3,679,000.00	\$328,955.40	\$3,350,044.60	
2. Fixed Equipment			\$0.00	
3. Sitework/Utilities			\$0.00	
Furnishings/Moveable Equip.			\$0.00	
Contingency			\$0.00	
Artwork			\$0.00	
Other Items				
1. Advertising		\$2,391.30	-\$2,391.30	
2. Testing, etc.		\$18,816.49		
3. Asbestos abatement		\$81,749.25	-\$81,749.25	
Change Orders				
1.			\$0.00	
2.			\$0.00	
<b>TOTALS</b>	\$4,014,000.00	\$720,012.44	\$3,312,804.05	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2011**

**7.4.-7**

College: Wayne State College		Meeting Date: Jun. 15, 2012	
<b>Project Information</b>	Project Title:	Pile Hall Renovation	
	Program Number:	N/A	
	Professional Consultant:	BVH	
	General Contractor:	(CM) Beckenhauer Construction, Inc.	
	Net Square Footage: 26,413	Gross Square Footage: 39,137	
	Bid Opening Date	2/17/11	
	Notice of Proceed Date	11/15/11	
Estimated Completion Date	11/15/11		
Final Acceptance Date			
<b>Project Dates</b>	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	3/18/10	
	Professional Services Contract	11/13/09, 7/13/10, 10/13/10	
	Bonds Sold	10/20/10	
	Preliminary Plans	9/10/10	
	Design Development	11/12/10	
	Construction Contract	5/1/11	
	Substantial Completion	12/13/11	
Final Completion			
<b>Report Information</b>	Status	Initial Report:	
		Interim Report: x Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
Other			
Total Available	\$0.00		
Revenue Bond Buildings	Bonds Sold	\$5,000,000.00	11/3/2010
	Costs of Issuance/Reserves	\$426,900.00	
	Balances of Proceeds	\$4,573,100.00	
Revenue Sources for Construction	1. Bond Proceeds	\$4,573,100.00	
	2. Interest Earnings		
	3. Other (Surplus Fund)	\$500,000.00	
	4. Auxiliary Operating Funds/CM	\$323,497.00	
	Total Available	\$5,396,597.00	
<b>Expenditure Information</b>			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$39,507.00	\$39,507.00	\$0.00
Professional Fees (BVH)	\$378,940.00	\$397,244.72	-\$18,304.72
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec. (GMP)	\$4,718,668.00	\$4,521,245.16	\$197,422.84
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.		\$174,759.89	-\$174,759.89
Contingency			\$0.00
Artwork			\$0.00
Other Items - Escalation			
1. Plan Reviews/Testing		\$14,399.16	-\$14,399.16
2. Abatement (prof srvc & abate.)	\$59,900.00	\$48,756.00	\$11,144.00
3. Misc., advert., landscape, etc.		\$5,922.33	-\$5,922.33
Change Orders			
1.			\$0.00
2.			\$0.00
<b>TOTALS</b>	<b>\$5,197,015.00</b>	<b>\$5,201,834.26</b>	<b>-\$4,819.26</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: Jun. 15, 2012	
<b>Project Information</b>	Project Title:	Willow Bowl Restoration	
	Program Number:	910	
	Professional Consultant:	BVH	
	General Contractor:		
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	5/29/12	
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
<b>Project Dates</b>	Professional Consultants:		
	Needs Statement		
	Program Statement	3/20/11	
	Professional Services Contract	5/19/11	
	Bonds Sold		
	Preliminary Plans		
	Design Development	4/20/12	
	Construction Contract		
	Substantial Completion		
Final Completion			
<b>Report Information</b>	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
Other-Wayne State Foundation	\$810,508.00 (est.)		
Total Available	\$810,508.00 (Fund raising in process)		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. WS Foundation		
	Total Available	\$0.00	
<b>Expenditure Information</b>			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$86,560.00	\$40,112.97	\$46,447.03
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.			\$0.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities	\$4,000.00	\$4,000.00	\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items			
1.			\$0.00
2.			\$0.00
Change Orders			
1.			\$0.00
2.			\$0.00
<b>TOTALS</b>	\$90,560.00	\$44,112.97	\$46,447.03

## Fiscal, Facilities & Audit Committee

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

### Grant Applications and Awards for Information Only

#### Chadron Application

- “Rhadine nebraskana”: A search for more specimens of an undescribed endemic Nebraska ground beetle (Nebraska Game and Parks Commission) -- \$1,728

#### Chadron Award

- Upward Bound (U.S. Department of Education) – \$1,000,000

#### Peru Application

- CHANCE Initiative (State Farm Youth Advisory Board) -- \$49,088.42

#### Peru Award

- Global Youth Service Day (ServeNebraska – Nebraska Volunteer Service Commission) -- \$250

#### Wayne Application

- Red Watch Band (RWB) Program (Nebraska Collegiate Consortium (NCC) funded by the Nebraska Office of Highway Safety) \$1,992

#### Wayne Award

- Magnetically Controlled Molecular Motors (National Science Foundation Infrastructure Grant/Nebraska EPSCoR Undergraduate Research Experience) -- \$4,200

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system

g. Continually find ways to stretch limited resources as far as possible

Board policy 6024 states that grant applications and awards that have, as part of the Agreement, an obligation to accept fiscal responsibility in future years, or which require maintenance of effort on the part of the college, require Board approval. Grant applications and awards not requiring maintenance of effort or an obligation to accept fiscal responsibility in future years are attached for information only.



## 7.5.-2

## NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Chadron State College		Date: June15, 2012
Notice of Intent	Application: X	Accept Award:
Name of Program: "Rhadine nebraskana": A search for more specimens of an undescribed endemic Nebraska ground beetle.		
Funding Source: Nebraska Game and Parks Commission		
Amount Requested: \$1,728.	Amount Awarded:	Funding Period: July 2012 - December 2012
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: Funding would provide the opportunity to obtain additional specimens of the undescribed ground beetle (Coleoptera: Carabidae) of which only four known specimens (all males) have been collected.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Mathew L. Brust		
Administrator responsible for approving the application: Dr. Randy Rhine		

## NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Chadron State College		Date: June15, 2012
Notice of Intent	Application:	Accept Award: X
Name of Program: Upward Bound		
Funding Source: U.S. Department of Education		
Amount Requested: \$1,000,000	Amount Awarded: \$1,000,000	Funding Period: 2012-2016
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 4/20/2012
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes: X      No:
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 5
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: The grant application requests funds to continue the Upward Bound program at Chadron State College. The project will serve 50 low-income and first generation high school students in three target schools. A 38 week academic year program includes tutoring, monitoring of progress and on-campus meetings. The summer component will consist of a six week, residential academic program at CSC.		
Is this grant a continuation of a previous/existing grant?		Yes: X      No:
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: 9/1/2007-8/31/2012 with 2012 as an extension for all Upward Bound programs. \$1,000,000 award.		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Maggie Smith-Bruehlman		
Administrator responsible for approving the application: Dr. Randy Rhine		

## 7.5.-4

## NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Peru State College		Date: 06/15/2012
Notice of Intent:	Application: X	Accept Award:
Name of Program: CHANCE Initiative		
Funding Source: State Farm Youth Advisory Board		
Amount Requested: \$49,088.42	Amount Awarded:	Funding Period: 08/2012 – 09/2013
Closing Date for Application Submission: May 4, 2012		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: To offset the pediatric obesity epidemic in Nemaha County through education and activity programs.		
Is this grant a continuation of a previous/existing grant?		Yes: X      No:
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: Previous funding source was with United Health Heroes in the amount of \$1,000.00. Proposed funding allows for educational materials, transportation costs, and an advertising budget.		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Kyle Ryan, PhD; Sheri Grotrian-Ryan		
Administrator responsible for approving the application: Dr. Dan Hanson		

## NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Peru State College		Date: 06/15/12
Notice of Intent:	Application:	Accept Award: X
Name of Program: Global Youth Service Day		
Funding Source: ServeNebraska – Nebraska Volunteer Service Commission		
Amount Requested: \$250	Amount Awarded: \$250	Funding Period: April 30, 2012
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: To implement youth volunteer service learning projects.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Kyle Rya, PhD; Sheri Grotrian-Ryan		
Administrator responsible for approving the application: Dr. Dan Hanson		

## 7.5.-6

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS**

College: Wayne State College		Date: June 15, 2012
Notice of Intent	Application: X	Accept Award:
Name of Program: Red Watch Band (RWB) Program		
Funding Source: Nebraska Collegiate Consortium (NCC) funded by the Nebraska Office of Highway Safety		
Amount Requested: \$1,992	Amount Awarded:	Funding Period: 06/04/12-09/14/12
Closing Date for Application Submission: 05/18/12		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0 .00	
Briefly describe the purpose(s) of this application/award. This proposal will provide funding for the Counseling Center to hold a training session on the Red Watch Band (RWB) program. This program teaches participants about the prevention of student alcohol poisoning deaths. Participants will receive CPR certification and given a red watch upon completion of the program. The grant funds will pay for watches, advertising, partial funding of the American Red Cross CPR trainer and printing/coping/paper costs.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Kathy Mohlfeld, Counselor, Counseling Office		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President Administration and Finance		

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS**

College: Wayne State College		Date: June 15, 2012
Notice of Intent	Application:	Accept Award: X
Name of Program: Magnetically Controlled Molecular Motors		
Funding Source: National Science Foundation Infrastructure Grant/Nebraska EPSCoR Undergraduate Research Experience		
Amount Requested: \$5,000	Amount Awarded: \$4,200	Funding Period: 04/01/12-12/30/12
Closing Date for Application Submission: 02/27/2012		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 04/20/12
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes: X	No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds of \$500 for materials and supplies and another \$500 for travel. Also, Foundation matching funds of \$1,200 for partial cost of a piece of equipment.		
Will this grant require <b>In-Kind Funds</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.10	
How many of these are new positions?	New FTE: 0.10	
Briefly describe the purpose(s) of this application/award: This grant award will provide a summer research experience for an undergraduate student. The intent is to increase student interest in a career in science research. The award is for a student stipend, the partial purchase cost of a UV polarizer to be used for the research project and travel funds to present the research.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. David Peitz, Professor, Physical Science and Mathematics Department		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President, Administration and Finance		

## Fiscal, Facilities & Audit Committee

*Bill Roskens, Chair*  
*Larry Teahon*

June 15, 2012

### Contracts and Change Orders for Information Only

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

Board policies 7015 and 8065 require that the colleges report the following contract awards and change orders to the Board as information.

**CONTRACTS** – 1) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$55,000; c) consultant contracts for less than \$50,000 (between \$25,000 and \$50,000 must have Chancellor's approval); and d) exempt contracts less than \$50,000.

<b>Nebraska State College System</b>	
Location on Campus:	Nebraska State College System and Colleges Employee Assistance Program Agreement
Contracted Work:	Employee Assistance Program
Contract Amount:	\$23.50 per employee per year
Fund Source:	Cash
Contractor:	Continuum Employee Assistance, Training, Consulting, Lincoln, NE
<b>Chadron State College</b>	
Location on Campus:	High Rise Residence Hall
Contracted Work:	Design Elevator Retrofit
Contract Amount:	\$6,700
Fund Source:	Contingency Maintenance
Contractor:	Coe Engineering
Location on Campus:	Rangeland Center
Contracted Work:	Design for water, electrical and sewer distribution system
Contract Amount:	\$30,600
Fund Source:	Foundation
Contractor:	Coe Engineering
Location on Campus:	Math/Science Building
Contracted Work:	Bathroom ADA renovation design
Contract Amount:	\$8,800
Fund Source:	LB 309
Contractor:	Coe Engineering
Location on Campus:	Kent Hall Residence Hall
Contracted Work:	Design Fire Alarm System
Contract Amount:	\$8,500
Fund Source:	Contingency Maintenance
Contractor:	Noel Engineering

7.6.-2

<b>Chadron State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Kent Hall Residence Hall Fire alarm system upgrade \$153,990 (Chancellor authorized to sign April 20, 2012) Contingency Maintenance Protex Central
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	High Rise Residence Hall Bathroom Renovation Design \$3,500 Contingency Maintenance Lee Davies Architecture
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Reta King Library Switchgear Replacement Design \$7,200 LB 309 Olsson Associates

<b>Peru State College</b>	
Location on Campus: Contracted Work:  Contract Amount: Fund Source: Contractor:	Oak Bowl Projects 1, 2, and 3 Design and Construction Supervision (Chancellor authorized to sign April 20, 2012)  Not to exceed \$583,926 plus reimbursable expenses Capital Construction DLR Group

<b>Wayne State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Phase III Asbestos abatement \$9,900 Cash Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Natatorium Women's locker room floor repairs \$15,976 Revenue Bond Uretek ICR-Heartland, Adel, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Connell Hall Underground downspout drainage repair \$11,930 Cash, Revenue Bond Otte Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Mechanical updates \$79,666.75 Energy Grant Volkman Plumbing & Heating, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center Furnish & install Kawneer door \$7,646 Revenue Bond The Glass Edge, Norfolk, NE



<b>Wayne State College continued</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Provide & install door and sidelite in northeast office \$3,082 Revenue Bond Jackson-Jackson Architects, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Abatement of flooring in basement \$4,900 Cash Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Energy Improvement Project \$67,562 Energy Grant Johnson Controls, Sioux Falls, SD
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Energy Improvement Project \$21,730 Energy Grant Model Electric, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Asbestos abatement \$2,242.50 Revenue Bond Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Granolux restoration \$3,984 Cash Mid-Continental Restoration Co., Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Install carpet in apartment & front desk area \$1,632 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Install carpet in apartment \$920 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Multicultural Center Install carpet salvaged from Carhart Science basement area \$358 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Install carpet salvaged from Carhart Science ground floor area \$1,758 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Install carpet salvaged from Carhart Science basement rec room area \$548 Revenue Bond Nore's Design Center, Norfolk, NE

## 7.6.-4

<b>Wayne State College continued</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Install carpet salvaged from Carhart Science basement area \$6,982 Cash Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Lower level carpet replacement in Area 1 \$29,483 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Exhaust system cleaning \$1,325 Revenue Bond Steam Boss, LLC, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Apartment flooring abatement \$818 Revenue Bond Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Asbestos abatement in mechanical room \$900 Revenue Bond Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Front desk renovation \$6,208 Revenue Bond L & L Thompson Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Provide & install window blinds in northeast office \$1,195 Revenue Bond The Final Touch, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide (Terrace, Neihardt, Bowen, Student Center) Conduct NFPA code required 5-year testing \$2,840 Revenue Bond Midwest Automatic Fire Sprinkler, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide (Connell, Gardner, Benthack, Studio Arts, Fine Arts) Conduct NFPA code required 5-year testing \$2,000 Cash Midwest Automatic Fire Sprinkler, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Employee safety program consulting \$10,000 Cash & Revenue Bond Marsh USA, Inc., Grand Rapids, MI
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Fire suppressions systems inspections \$1,260 Cash & Revenue Bond General Fire & Safety Equipment Co., Omaha, NE

**CHANGE ORDERS** – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$20,000. If approval of change order is critical to project schedule, \$20,000 to \$60,000 range change orders may be approved by Chancellor and reported for ratification at next Board meeting.

<b>Wayne State College</b>	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Carhart Building Phase III #3 Amendment to Guaranteed Maximum Price for Phase III \$3,875,140 (Chancellor authorized to sign November 4, 2011) Cash & Foundation Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Hahn Administration Building #6 – Sink change, electrical revisions, reframe/door swing change in Room 220 \$4,608 LB 309, Cash Hausmann Construction, Lincoln, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Pile Hall #9 – Credit for unused floor patch repair allowance (\$1,268) Revenue Bond Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Hoffbauer Plaza #1 – Repair of retaining wall \$6,857.64 Revenue Bond & Foundation Christiansen Construction, Pender, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Hoffbauer Plaza #2 – Remove existing sidewalk and pour new one \$1,100 Revenue Bond Christiansen Construction, Pender, NE

## Chancellor's Report

**1. Student Health Insurance for NSCS Students**

In March 2010, federal legislation was enacted that resulted in health care reform through the Affordable Care Act (ACA). The ACA made several sweeping changes in health care policy, including student health insurance.

An insurance plan, compliant with the law, will be made available to eligible students for the 2012-2013 year. To be eligible, students must enroll in at least 7 credits. Students enrolled in online courses only are not eligible. Purchasing the plan is optional; however, student athletes must show proof of insurance that, at a minimum, meets the deductible.

**LIFETIME AND ANNUAL LIMITS**

The ACA provides a transition period for insurance companies to meet the regulation: \$100,000 (2012-13); \$500,000 (2013-14); and No Limit (2014+).

**PRE-EXISTING CONDITION EXCLUSION**

Student health plans may not impose pre-existing condition exclusion for individuals enrolled in coverage who are under 19 years of age. There can be no pre-existing condition exclusions on enrollees beginning 2014 (regardless of the enrollee's age).

**PREVENTIVE CARE**

Student health plans must provide coverage for preventive care without cost-sharing (i.e., co-payments, co-insurance or deductibles).

**IMPACT ON OUR STUDENTS – GREATER COSTS**

What does this mean for NSCS students? There will be an increase in the cost of the insurance available for students to purchase. Last year's insurance was for a student was \$539.

**New Rates<sup>1</sup>**

Student Age 26 & Under	\$ 912
Student Age 27 to 65	\$1,224
Optional Intercollegiate Sports	\$ 175

<sup>1</sup>Benefits are also available for dependents and a spouse.

**SUMMARY**

There are, of course, numerous additional details to the insurance plan being made available to students. If you have any questions, Vice Chancellor Tande can give you all the details.

**2.. Summer Hours at the Colleges**

The summer work hours will continue as they have been for the past several years. To maintain good customer service and mostly consistent office hours throughout the calendar year at each College as well as throughout the System, the following guidelines will be used for summer hours:

## 8.1.-2

### At Chadron and Wayne –

- The flex schedule will be a work schedule option beginning May 7, 2012 and ending August 10, 2012.
- All offices (essential and non-essential) that are scheduled to be open for the summer will be open from 7:30 am to 4:30 pm, Monday through Friday.
- Supervisors and employees may agree to alternate work schedules of employees on Friday afternoons and Monday mornings to allow for flexibility. Office hours may expand beyond the official hours of 7:30 am to 4:30 pm in order to allow for meeting institutional needs.
- Before allowing a flex schedule, the supervisor must assure that the office is adequately staffed for office hours of 7:30 am to 4:30 pm Monday through Friday. A flex schedule must be submitted to the next higher supervisor for approval before implementation.
- Employees will still be required to work the same total number of hours as they currently do within each week.
- During weeks in which a holiday occurs, benefits eligible employees will need to rearrange their work schedules to take into account the 8 hours of holiday pay.

Holidays during the summer months:  
Memorial Day, Monday, May 28  
Independence Day, Wednesday, July 4

### At Peru –

- The flex schedule will be a work schedule option beginning May 7, 2012 and ending August 10, 2012.
- All offices (essential and non-essential) that are scheduled to be open for the summer will be open from 7:30 am to 4:00 pm, Monday through Friday.
- Supervisors and employees may agree to alternate work schedules of employees on Friday afternoons and Monday mornings to allow for flexibility. Office hours may expand beyond the official hours of 7:30 am to 4:00 pm in order to allow for meeting institutional needs.
- Before allowing a flex schedule, the supervisor must assure that the office is adequately staffed for office hours of 7:30 am to 4:00 pm Monday through Friday. A flex schedule must be submitted to the next higher supervisor for approval before implementation.
- Employees will still be required to work the same total number of hours as they currently do within each week.

- During weeks in which a holiday occurs, benefits eligible employees will need to rearrange their work schedules to take into account the 8 hours of holiday pay.

Holidays during the summer months:

Memorial Day, Monday, May 28

Independence Day, Wednesday, July 4

### **3. NeSIS Security Breach**

Counter to our previous understanding, on May 30 we learned that our NeSIS records were included in the security breach reported by the University on May 23.

As you know, the NSCS and the University of Nebraska began implementing a shared student information system in 2009. Initial investigations indicated that the breach affected only the NU system.

I was notified May 30 that the ongoing investigation by NeSIS staff, a third party computer forensics firm, local and federal law enforcement agencies revealed the breach also included NSCS data.

The portion of NeSIS serving the NSCS does not house students' bank account information. The NSCS uses a third-party vendor to process credit card transactions, leaving all such data outside NeSIS.

Since being notified of the breach, many folks within the Nebraska State College System have been working as quickly as possible to obtain accurate information to relay to those who may have been affected. To the best of our knowledge, no large transfers of data have been identified from information housed for Nebraska State College System students and personnel.

NeSIS staff and the Nebraska State College System are working collaboratively on the investigation and remain committed to protecting the personal information of its students and employees. Law enforcement authorities believe a University of Nebraska-Lincoln undergraduate student is responsible for the breach.

The NSCS established a website that went online on June 1 to provide answers to frequently asked questions about the breach. Access to the website can be obtained through any of the College's websites or the System Office website.

June 15, 2012

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**ACTION: Nominating Committee Report and Election of Officers**

Priorities: Educational Excellence Throughout the System  
Financial Strength of the System  
Greater System Prominence

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At the April 20, 2012 Board meeting, Board Vice Chair Suarez reported that she and Trustees, Breed and Engles would serve as the nominating committee for the 2012-2013 Board officers.

The Committee will report at the June 15 meeting.

June 15, 2012

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**ACTION: Approve Board Meeting Schedules for 2012 -2013 through 2016-2017**

Priorities: Educational Excellence Throughout the System  
Financial Strength of the System  
Greater System Prominence

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At the April 20 Board meeting, the Chancellor presented the proposed board meeting schedules for 2012-13 through 2016-2017 for 5 and 6 meetings per year. The Board will approve the meeting schedule it prefers for 2012-13 through 2016-17 with the understanding that the scheduled is subject to change.



**2012-2013 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 6-7, 2012</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 15-16, 2012</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING—LINCOLN</b>	<b>January 15, 2013</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 14-15, 2013</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 20, 2013</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 21, 2013</b> Friday

**2013-2014 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 8, 2013</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 5-6, 2013</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 7-8, 2013</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 14, 2014</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 20-21, 2014</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 12, 2014</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 13, 2014</b> Friday

8.1.2.-4

**2013-2014 Proposed Board Meeting Schedule**  
(Six Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 8, 2013</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 5-6, 2013</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 7-8, 2013</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 14, 2014</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>March 7, 2014</b> Friday
<b>APRIL</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>April 24-25, 2014</b> Thursday – Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 12, 2014</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 13, 2014</b> Friday

**2014-2015 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 7, 2014</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 4-5, 2014</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 6-7, 2014</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 13, 2015</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 19-20, 2015</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 18, 2015</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 19, 2015</b> Friday

8.1.2.-6

**2014-2015 Proposed Board Meeting Schedule**  
(Six Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 7, 2014</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 4-5, 2014</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 6-7, 2014</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 13, 2015</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>March 6, 2015</b> Friday
<b>APRIL</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>April 23-24, 2015</b> Thursday – Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 18, 2015</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 19, 2015</b> Friday

**2015-2016 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 6, 2015</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 3-4, 2015</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 5-6, 2015</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING—LINCOLN</b>	<b>January 12, 2016</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>March 17-18, 2016</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 9, 2016</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 10, 2016</b> Friday

8.1.2.-8

**2015-2016 Proposed Board Meeting Schedule**  
(Six Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 6, 2015</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 3-4, 2015</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 5-6, 2015</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 12, 2016</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>March 4, 2016</b> Friday
<b>APRIL</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>April 21-22, 2016</b> Thursday – Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 9, 2016</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 10, 2016</b> Friday

**2016-2017 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 4, 2016</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 8-9, 2016</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 3-4, 2016</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 17, 2017</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 23-24, 2017</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 15, 2017</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 16, 2017</b> Friday



8.1.2.-10

**2016-2017 Proposed Board Meeting Schedule**  
(Six Meetings Per Year)

<b>AUGUST</b>	<b>BOARD OF TRUSTEES WORK SESSION-- NEBRASKA CITY</b>	<b>August 4, 2016</b> <b>Thursday</b>
<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 8-9, 2016</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 3-4, 2016</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 17, 2017</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>March 3, 2017</b> Friday
<b>APRIL</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>April 20-21, 2017</b> Thursday – Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 15, 2017</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 16, 2017</b> Friday

**Chadron State College  
President's Report  
June 2012**

**Veteran and Military Enrollment**

1. In May 2010 Chadron State enrolled 87 military veterans. The ROTC program reported 6 contracted Cadets receiving military educational support.
2. Recruitment Strategy and Effort summer 2010 through spring 2012.
  - a. Chadron State initiated a Veteran and Military Enrollment Campaign Plan. The goal was to increase Veteran and Military Enrollment by 40 students per year. CSC envisioned a multi-faceted campaign that included partnering with the National Guard, Reserves, Active Duty Installations and Veteran groups throughout NE, SD, WY, CO, and KS. Successful relationships have been established and the College is actively recruiting Veterans and Military Members in our initial focus area. CSC is working with State Educational Service Officers, Recruiters, and Unit Administrators in the National Guard. A presence has been established at FE Warren AFB, Offutt AFB, Ellsworth AFB, Nellis AFB, Kirtland AFB, FT Carson, FT Riley, and FT Leavenworth through Post/Base Educational Service Officers and Transition Offices. Additionally, the College is working closely with JROTC Units in NE, SD, WY, and will expand to CO and KS.
  - b. National Recognition: CSC achieved Military Friendly Status for SY 2010-2011 and SY 2011-2012. Military Times, "Edge Magazine", has ranked CSC in the top 25 Best for Vets non-profit colleges and universities in 2010 (13<sup>th</sup>), 2011 (23<sup>rd</sup>). Results for 2012 will be released in the fall of 2012.
3. Chadron State currently has over 160 military veterans enrolled and over 40 military students using Federal Military Tuition Assistance. There are also 10 contracted ROTC Cadets receiving military educational support. Total military enrollment for spring 2012 was approximately 185 because some of the Tuition Assistance students are also counted as veterans while drawing GI Bill Benefits and Tuition Assistance.
4. The Way Ahead: Military and Veteran Enrollment Strategies summer 2012-spring 2014. Chadron State is on track to achieve the goal of increasing Veteran and Military Enrollment by 160 students to a total goal of 240 by 2015.
  - a. CSC will continue to aggressively execute its Veteran and Military Enrollment Plan and will consolidate gains and continue to develop the established relationships identified earlier.
  - b. CSC will expand its involvement with Military Transition Offices on bases to maximize the opportunity to contact the increasing number of service members leaving service as a result of the impending draw-down of forces. The Army is projecting a reduction of over 100,000 troops in the next two years.
  - c. CSC will expand visibility at VA Hospitals and Clinics as an additional point of contact with prospective students.
  - d. CSC has established a Veteran Service Office and will continue to ensure Veteran and Military students receive the best possible service. This will enable CSC to attract and retain this important student population and sustain our national rankings.

**Peru State College  
President's Report  
June 2012**

***Engaging the Influential***

A key part of Peru State's Sesquicentennial Strategic Plan is increasing prominence. While advertising is an important aspect of the marketing mix, it's important to diversify our efforts. We want to raise our profile with all Nebraskans, especially key decision-makers. But as we talk to these individuals we discover that many have never set foot on the Campus of a Thousand Oaks, despite our 145-year history. We are working to change that by giving people a reason to be here and experience first-hand all that Peru State has to offer.

There was a flurry of activity on campus this spring with a variety of visitors creating a lively, engaging experience for our students. In addition to hosting such notable guests as Pulitzer Prize-winning journalist and author Sonia Nazario, former Green Party candidate for president and consumer advocate Ralph Nader, legendary Husker football coach Tom Osborne and the Sapp brothers, we welcomed hundreds of guests to campus for events like the 36<sup>th</sup> Annual High School Business Contest, 28<sup>th</sup> Annual District History Day Contest, Dr. Seuss' annual birthday celebration, the spring play, musical performances, a blood drive and more.

Following are a few details of other important events hosted this semester at Peru State, as well as a few we are looking forward to in the coming year.

*Rotary District 5650 – March 22*

Rotarians from across southeast Nebraska converged on the Peru State campus to induct 24 students into the newly formed Rotaract Club, an international service program for young men and women ages 18 to 30. Five area Rotaries are serving as sponsors for the Peru State chapter, including Auburn, Falls City, Humboldt, Nebraska City and Pawnee City. Rotaract members work to address their communities' physical and social needs while promoting international understanding and peace through a framework of friendship and service. Clubs are involved in a variety of service projects, including mentoring and tutoring children; collecting books; organizing camps and outings for people with disabilities; raising funds for medical equipment and disaster relief; and raising awareness of AIDS, drug abuse and other issues.

*Nebraska Press Women Association – April 14*

PSC was excited to host, for the first time, the Nebraska Press Women Association for their annual spring convention on April 14. Around 30 journalists from across the state came to campus to engage in discussions with experts – several of whom are employees at Peru State - in crisis communication, voice typing and ethics in digital media. The college welcomed 50 guests for the Marian Andersen Nebraska Women Journalists Hall of Fame Induction Luncheon where the association also announced recipients of their collegiate and high school scholarships. Convention attendees were treated to a tour of campus by student ambassadors later in the day, a reception at the President's home and a banquet to honor winners of the group's communications contest.

*Dyslexia Expert Susan Barton – April 19*

Susan Barton, an internationally recognized expert in the fields of dyslexia and attention deficit disorder (ADD), presented a seminar in the College Theatre on symptoms and solutions of dyslexia. Around 100 educators, teacher candidates, students, parents and others from across Nebraska, Iowa, Missouri and Kansas attended the free event hosted by the college. The intent of Barton's presentation was to increase knowledge of dyslexia and its impact on teaching and learning as the disorder continues to be undiagnosed in approximately 20 percent of school age children.